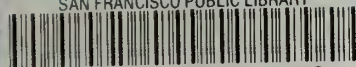


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**Report of the
Mayor's Task Force
on the
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ROBERTA ACHTENBERG
ATTORNEY AT LAW

April 10, 1989

Honorable Art Agnos, Mayor
200 City Hall
San Francisco, California 94102

Dear Mayor Agnos:

On January 31, 1989 you convened a task force to study options for the administrative structure for an entity charged with protection of women's rights in San Francisco. The Task Force is pleased to present its report to you at this time.

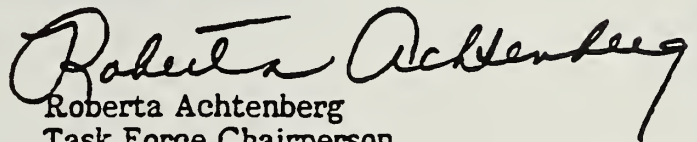
We have examined the status of women in San Francisco today and have concluded that the inequities which supported creation of the Commission on the Status of Women in 1975 have not been remedied and that, in fact, women have become increasingly imperiled by conditions of poverty, violence against women, and gender-based discrimination and harassment in the workplace. We have presented findings to document the need for continued effort to achieve true equality of the sexes.

We have developed a range of structural options under which the functions necessary to the protection of women's rights might be performed, and we have concluded that if any such entity is to do an effective job, it needs statutory power, independence, and adequate staff and budgetary resources.

We are presenting you our study of options, with our strong recommendation that the City create an independent, strengthened Commission on the Status of Women.

Thank you for requesting our assistance in exploring this critical issue. We remain ready to work further with you in any way that might be useful to you.

Sincerely,


Roberta Achtenberg
Task Force Chairperson

REPORT OF THE MAYOR'S TASK FORCE ON THE
COMMISSION ON THE STATUS OF WOMEN

PROTECTION OF WOMEN'S RIGHTS IN SAN FRANCISCO

Prepared at the Request of the Honorable Art Agnos

March 1989



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**MAYOR'S TASK FORCE ON THE
COMMISSION ON THE STATUS OF WOMEN**

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**Samantha Yruegas, Pres.
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EXECUTIVE SUMMARY

Introduction

The San Francisco Commission on the Status of Women (COSW) was created in 1975 in an effort by the City to achieve equality of the sexes, in terms both of basic rights and of equal access to services and protection by public agencies. The COSW was created based on findings that tradition and prejudice had historically resulted in unequal economic, political, legal and social status for women.

Since its inception the COSW has identified many areas where inequities and barriers harm and restrict women. But because of its own lack of power it has been unable to address them effectively. In 1980 COSW's powers were further limited by amendments to the Administrative Code which gave authority over COSW staff and budget to the director of the Human Rights Commission (HRC).

The Task Force concludes that if the COSW is to do the job for which it was created, it needs statutory power, independence, and adequate staff and budgetary resources.

In September 1988 a broad-based group of women asked newly elected Mayor Art Agnos to appoint a panel to study discrimination against women in San Francisco. In response, he created a special Task Force on the Commission on the Status of Women to study and develop a range of structural alternatives by which to address gender-based discrimination in San Francisco. This document outlines the Task Force's method, describes the alternatives, and offers final recommendations.

Method

The Task Force met from January 31st to March 28th to discuss the history of the COSW and the HRC, to review existing resource materials, and to take public comment. The Task Force examined the appropriate mission of an entity charged with protecting the rights of women, defined the issues it ought to be concerned with, outlined the authority needed to address them effectively, and developed a range of structural options under which these functions might be performed.

Findings

The Task Force found that the inequities which supported creation of the COSW in 1975 have not been remedied and that women have become increasingly imperiled by conditions of poverty, violence against women, and gender-based discrimination and harassment in the workplace.

The Task Force also found that while the existing Commission has done significant and impressive work, its current structure and authority are inadequate.

Based on these findings, the Task Force designed a statement of purpose and enumerated the functions that need to be performed by whatever structural entity is charged with ensuring women's rights in San Francisco.

Statement of Purpose

The purpose of a Commission on the Status of Women (or any alternative structure established by the City) is to advance women's equality in San Francisco and to help the City and County of San Francisco realize its policy to ensure every inhabitant, woman or man, equal economic, political, social and educational opportunities and equal services and protection by public agencies.

Primary Functions and Authorities

1. Advocacy of women's rights and issues: The COSW should be charged with performing a significant institutionalized advocacy role within the City with respect to the rights of, and issues affecting, all women in San Francisco.
2. Reform of currently ineffective regulatory structure: The COSW should be mandated to study and make recommendations to the Mayor and the Board of Supervisors regarding the most effective legal and functional structure for the City's enforcement of the rights of all women in San Francisco to secure equal access to programs and services and to be free from gender-based discrimination, including sexual harassment.
3. Advisory role: The COSW should serve as the chief advisor to the Mayor, the Board, the Chief Administrative Officer, and all department and commission heads on matters affecting women in San Francisco, and should function as the chief voice within City government for women.
4. Grants administration: The COSW should continue to perform its currently mandated function of administering domestic violence monies in San Francisco.
5. Auditing function: When there appears to be a possible problem within a City department that falls within COSW's purview, COSW should be empowered to perform a program and budget review which addresses the nature and scope of its services to women and its pattern of employment for women. In order to perform these and other functions, COSW must be legislatively provided with subpoena power, the power to hold public hearings, and the power to request audit assistance from the Controller's Internal Audits Division.

6. Monitoring of gender-based discrimination complaints: The COSW should be legislatively mandated to monitor all complaints of gender-based discrimination filed by City employees and employees of City contractors. The COSW should be charged with making recommendations to departments as to how to handle each such complaint and with monitoring the department's response.
7. Training role: All City departments and agencies should be statutorily required to conduct annual training and informational programs for supervisors and employees, the structure and content of which should be subject to COSW review and approval. The programs should focus on problems of gender-based discrimination, including sexual harassment.

In order to perform the duties enumerated above, the COSW's ordinance should include a statement indicating it is the City's policy to require full cooperation with the COSW by other City agencies.

Structural Options

Option #1 provides that under the leadership of the Mayor, the City would create an independent COSW operating under a broad legislative mandate, with a correspondingly larger budget and staff, and with control over its staff and budget. The Commission would be reduced in size to five commissioners in order to create a more cohesive and focused deliberative body. The executive director would be a Civil Service exempt appointee of the Commission. Staff would include a minimum of 5 1/2 people, possessing the skills necessary to implement the primary functions of the restructured Commission.

Option #2 recognizes that the HRC currently exists to address human rights issues generally, and therefore proposes to transfer the functions of the COSW to the HRC and dissolve the 11-member Commission on the Status of Women. It would establish the Office of Women's Rights within the HRC, with a director comparable to heads of other units within the HRC. This option is dependent upon a clear commitment from top leadership within the HRC to the advocacy of women's rights. The staff would include a minimum of 6 1/2 people, one more than the independent COSW option. The additional position is predicated on the important notion that creating an agency within an existing organization requires additional effort to ensure the visibility and viability of the newly consolidated function and the integration of women's rights activities with the work of preexisting units of the HRC.

Option #3 envisions the Women's Advocate of San Francisco, a private nonprofit entity capable of engendering wide support throughout the community, but which would also have a direct, formal link to the Mayor's office and would have a voice in the running of City business and development of City policy. It would be governed by a board of directors, one member of which would be a deputy mayor.

The staff would be appointed by the board, and would be comparable in makeup to that of an independent COSW. Funding would come from a public/private partnership under which the City would dedicate the proceeds of a city-collected fee as a continuing source of public funding and the Women's Advocate would solicit supplemental or contingent funding from private sources.

The report discusses the pros and cons of each option.

Recommendations

1. Structure

It is the conclusion of the Task Force that an independent entity with appropriate statutory powers should be established and charged with protection of the rights of women in San Francisco. The Task Force therefore recommends adoption of Option #1, creation of an independent, strengthened COSW, as the only model which can currently address women's issues with specific focus, visibility and accessibility.

The Task Force has also looked critically at the structure of the existing COSW and at two other alternative models. As stated above, the current structure is inadequate to the task and cannot be considered an option. Change must occur if there is to be a viable City-sponsored entity in charge of protecting the rights of women.

The Task Force finds Option #2, an Office of Women's Rights within the HRC, unacceptable because the HRC currently lacks the kind of expertise critical to protection of women's rights and because the HRC has been unable to demonstrate that it considers women's issues a priority. However, recognizing the value of an omnibus human rights agency, the Task Force does not dismiss reassessment of the HRC as a suitable umbrella for the COSW at some time in the future.

The Task Force found elements of Option #3, the Women's Advocate of San Francisco, intriguing, but ultimately rejected it as unacceptable and impractical. The major objection to it is the instability of its funding mechanism. Further, the legal issues and the questionable nature of its link to City government also raise serious concern.

2. Purpose and Function:

The Task Force examined the appropriate mission, goals, and legal authorities of any entity charged with protecting the rights of women, and developed consensus on a Statement of Purpose and on Primary Functions and Authorities. It is the conclusion of the Task Force that these elements are critical to the success of whatever entity is established, and should be included in appropriate format in the ordinance which establishes that entity.

INTRODUCTION

The San Francisco Commission on the Status of Women (COSW) was created in 1975 in an effort by the City to achieve "true equality of the sexes" (S.F. Administrative Code Sec. 33.1-33.9).

The Commission was established as a direct result of the City's finding that:

"Because of tradition and prejudice, social, political, economic and educational restrictions on women through the years, women have been denied by virtue of their status as women, basic human rights resulting in inequities in economic, political, legal and social status."

By law the Commission was, and is, mandated to assist in implementing the City's policy to:

"...give every inhabitant of the City and County, woman or man, equal economic, political, social and educational opportunities and to give equal services and protection by public agencies."

Since 1975, the Commission has exercised its prescribed duties to advise public officials, private employers, community representatives and the public in the development of public policy. It has organized public education and advocacy campaigns, and has provided services to the public "to assure equality (and to) remove barriers in the struggle for equal opportunity." The Commission's work has spanned a wide range of concerns, from equal pay to domestic and sexual violence, from welfare reform to political appointments, from reproductive rights to sexual harassment. Appendix A summarizes some of the Commission's accomplishments and programs.

While continually identifying areas where inequities and barriers harm and restrict women, the Commission has been greatly frustrated in addressing these issues due to its own lack of power. The legislation which established the Commission enables it to disseminate information and to make recommendations, but does not provide the necessary authority to make sure these inequities are addressed and remedied. Unlike other successful Commissions on the Status of Women, the Commission currently has no enforcement powers of any sort, be that the power to subpoena records and witnesses, the power to monitor agencies and contractors, or the power to implement local legislation. While in some areas of concern to the Commission various other City departments do have some enforcement authority, this authority is often limited, fragmented, of low priority, inadequate, or poorly supported.

The work of the Commission and other groups and individuals has revealed continuing severe discrimination against women in our City. And yet, the City's only women's advocacy department, the Commission on the Status of Women, has no power to address these problems.

In 1980, further amendments were made to the Administrative Code to partially attach the Commission on the Status of Women to the Human Rights Commission. These amendments retained the Commission on the Status of Women, but gave authority over its staff and budget to the director of the Human Rights Commission, further reducing the COSW's power and creating an unworkable administrative structure. In addition, the job classifications specifically designed to perform COSW functions were abolished and replaced with often inappropriate HRC job classes. The result was inefficiency, confusion, and untenable conflicts for all concerned.

To do the job for which it was created, the Commission needs statutory power, independence, and adequate staff and budgetary resources. The Commission, one of the City's smallest departments, has historically been underfunded. It has frequently been required to raise scarce private funds to implement City programs.

Increasing concern about the Commission's inability to fulfill its mandated responsibilities led a broad-based group of women to work for structural change for the Commission. They approached newly elected Mayor Art Agnos to request that he appoint a "blue ribbon panel" to study discrimination against women in San Francisco, and presented him a COSW paper which outlines the need for an independent Commission (See Appendix B)

In response, the Mayor appointed a special Task Force on the Commission on the Status of Women to study and develop a range of structural alternatives by which to address gender-based discrimination in San Francisco. This representative Task Force of 23 women has devoted concerted effort to consideration of ways in which the City can address the historic denial of women's rights and otherwise perform the functions for which the original Commission was created.

This document outlines the Task Force's method, describes the alternatives, and offers final recommendations.

METHOD

The Task Force was asked, in a short period of time, to develop the report requested by the Mayor. It was convened on January 31st, and completed its report on March 28th. It drew extensively on the expertise of its 23 members, each of whom has significant background in issues affecting San Franciscans generally, and the women's community in particular.

The Task Force met hear discussions on the history of the COSW and the HRC and to review existing resource materials, including other cities' COSW ordinances. The Task Force conducted a public hearing to take testimony and written comments, with notification to approximately 800 organizations and individuals involved in women's issues and human rights issues generally. Appendix C includes a summary of comments given during the hearing, a list of presentors, and written statements.

The Task Force examined the appropriate mission of an entity charged with protecting the rights of women, defined the major issues it ought to be concerned with, and outlined the authority needed to address them effectively. The Task Force considered a range of structural models under which these functions might be performed, and met as subcommittees to develop each model, including:

1. A fully independent COSW with augmented powers.
2. An office of women's rights under the HRC.
3. An independent, public/private Women's Advocate of San Francisco.

FINDINGS

The Task Force found that the inequities which supported creation of the COSW in 1975 have not been remedied and that, in fact, ~~women have become~~ increasingly imperiled by conditions of poverty, violence against women, and gender-based discrimination and harassment in the workplace.

Violence against women: Domestic violence has become an increasingly large part of crime in San Francisco.

- * Police reports regarding domestic violence increased by 73% between 1982 and 1987.
- * 27% of all assault arrests in San Francisco in 1987 involved domestic violence.
- * 23% of all homicides in San Francisco in 1986 involved domestic violence. It was the single largest category of homicide.

Women in the workforce:

- * Women who are City employees continue to be in the lower salary ranges. Of all the women in the workforce, 56% earn less than \$25,000, compared to 21% of men who earn less than \$25,000.
- * Businesses owned by women perform only 1.6% of City contracts and less than 1% of the total dollar value of City contracts. The City's contract goal for women-owned businesses is 10%.

- * Continuing discrimination against women results in substantial financial liability and embarrassment for the City, as evidenced by the success of lawsuits currently being waged against the police and fire departments.
- * 72% of women in the workforce report that they have experienced sexual harassment at some point in their working lives.

Conditions of poverty: Women and women heads of families continue to represent a disproportionate percentage of people earning the minimum wage and/or living in poverty.

- * In 1986 nationwide, women were 63% of persons 16 and older with poverty incomes; women maintained 51% of poor families.
- * 3700 women and their children are on waiting lists for affordable public housing.
- * 27% of children in the Bay Area are not covered by health insurance.
- * 20%-25% of San Francisco's homeless population (at least 1,200 individuals) are families, the majority of which are headed by single-parent women.
- * Subsidized childcare is available to only 7.5% of California children who are eligible for it. 5000 preschool children in San Francisco are on waiting lists for subsidizes childcare.

The Task Force also found that while the existing Commission has done significant and impressive work over the past fourteen years, its structure and authority, as well as its budget, were never adequate to the enormous task before it. That remains true to the current day. The Task Force found the existing COSW to be inadequate in the following respects:

1. It has no clear legislative mandate and no clear goals or direction.
2. It has no enforcement or subpoena power.
3. It lacks management authority over its staff and budget.
4. It has been consistently and significantly understaffed and underbudgeted.
5. It has never been integrated, by the City, into the City's policy making and priority setting process.

Based on these findings, the Task Force formulated a statement of purpose and enumerated the functions that need to be performed by whatever structural entity is charged with ensuring women's rights in San Francisco.

STATEMENT OF PURPOSE FOR ANY ENTITY CHARGED WITH PROTECTING WOMEN'S RIGHTS

The purpose of a Commission on the Status of Women (or any alternative structure established by the City) is to advance women's equality in San Francisco and to assist the City and County of San Francisco in realizing its policy to ensure every inhabitant, woman or man, equal economic, political, social and educational opportunity, and equal services and protection by public agencies.

PRIMARY FUNCTIONS AND AUTHORITIES NECESSARY FOR THE SUCCESS OF ANY ENTITY CHARGED WITH PROTECTING WOMEN'S RIGHTS

It is the Task Force's view that the long-range functions of a COSW (or any alternative structure established by the City) should include the responsibilities set forth below:

1. Advocacy of women's rights and issues

The City presently lacks an independent, consistent voice for women's concerns in the running of its daily business, as well as in the broader policy-making arena affecting both the public and private sectors. The COSW should be charged with performing a significant institutionalized advocacy role within the City with respect to the rights of, and issues affecting, all women in San Francisco. For example, the COSW should provide information to public and private policy makers on such issues as: the need for, and how to increase, affordable childcare; comparable worth; the needs of women of color, disabled women, homeless women and low income women; increasing the employment opportunities for women; and the privacy rights of women. The COSW should work to ensure that community concerns regarding women reach the appropriate City department or official and are duly acted upon. The COSW additionally should serve as liaison between the public and private sectors on matters affecting women in the community, and as a resource to the private sector on these issues.

2. Reform of currently ineffective regulatory structure

The City's current regulatory and programmatic structure governing issues affecting women is a patchwork of overlapping jurisdictions and gaping holes in responsibility and accountability. Enforcement of sex discrimination laws, for example, is scattered among numerous agencies and departments, many of which have not complied with the City's own Charter and ordinances governing discrimination complaints. This is particularly apparent in the byzantine, and ultimately totally ineffective, network of enforcement mechanisms in the sexual harassment area.

The COSW should be mandated to study and make recommendations to the Mayor and the Board of Supervisors regarding the most effective legal and functional structure for the City's enforcement of the rights of all women in San Francisco to secure equal access to programs and services and to be free from gender-based discrimination, including sexual harassment.

Community groups representing women of color and all other major women's constituencies in San Francisco should be consulted in this process and all relevant City Charter provisions, ordinances, rules, regulations, procedures, programs, and customs should be studied. Based on this study, the COSW should make specific recommendations to the Mayor and Board regarding legislative and programmatic changes which should be made to create a structure which most effectively addresses the problems and issues affecting women in San Francisco.

3. Advisory role

The COSW should serve as the chief advisor to the Mayor, the Board, the Chief Administrative Officer, and all department and commission heads on matters affecting women in San Francisco, and should function as the chief voice within City government for women, including, for example, COSW's participation on the City's Legislative Committee and its role of informing the Mayor and the Board regarding the ramifications for women of proposed regulations and legislation. Further, in order to fulfill its watchdog function and to interject women's concerns into City policy-making, COSW, in addition to the advocacy functions enumerated above, should review in advance and make recommendations to the Mayor, the Board and/or the Chief Administrative Officer, as appropriate, regarding all proposed appointments to boards, commissions, and top level non-civil service appointments.

4. Grants administration

The COSW should continue to perform its currently mandated function of administering domestic violence monies in San Francisco.

5. Auditing function

When there exists a reasonable belief on the part of the COSW that a possible problem exists within a City department or other agency that falls within the COSW's purview, the COSW should be empowered to perform a program and budget review of the applicable department or agency, aimed at determining the nature and scope of services provided to women in San Francisco by the agency and the pattern of employment and workforce utilization regarding women by the agency. These

audits should be performed either on the basis of data required to be filed under existing law, or, if otherwise unavailable, by independent budget and program review. In order to perform these and other functions, the COSW must be legislatively provided with subpoena power and the power to hold public hearings, and must be empowered to request the Controller's Internal Audits Division to perform a management or budget audit. The results of all such reviews shall be reported annually to the Mayor and the Board.

6. Monitoring of gender-based discrimination complaints

The COSW should be legislatively mandated to monitor all complaints of gender-based discrimination, including those alleging more than one kind of discrimination, (gender and race, religion or sexual orientation), filed by City employees and employees of City contractors. The broad outlines of such a function would include requiring the filing with the COSW on an ongoing basis, by all applicable City commissions and departments, of forms providing certain non-identifying information relating to each such complaint. The COSW should be charged with making recommendations to departments as to how to handle each such complaint, and with monitoring the department's response.

The COSW should be required to report annually to the Mayor and the Board with respect to the number, nature, and status of such complaints, together with recommendations regarding programs and/or procedures which could reduce complaints arising from identified problem areas.

7. Training role

All City departments and agencies should be statutorily required to conduct, at a minimum, annual training and informational programs for supervisors and employees, respectively, the structure and content of which should be subject to COSW review and approval. The programs should focus on problems of gender-based discrimination, including sexual harassment--how to identify, prevent and resolve them, and how to deal with discrimination based on gender, race, religion or sexual orientation. Each department or agency should be required to file an annual report with the COSW setting forth the nature and scope of the programs they have conducted over the preceding year. The COSW should be required to submit an annual report to the Mayor and the Board setting forth and commenting upon the programs conducted by each such department and agency.

It would be advisable for the COSW, if resources are available, to formulate model training programs for city departments and commissions as well as private employers in San Francisco.

In order to perform the duties enumerated above, COSW's ordinance should include a statement indicating it is city policy to require full cooperation with COSW by Boards, Commissions, officials and agencies.

STRUCTURAL OPTIONS

Option #1 COSW as an Independent City Commission

A. Introduction

The City of San Francisco now lacks an independent consistent voice for the concerns of San Francisco women, at every level of decision-making in City government. In light of the increasingly imperiled status of women in San Francisco as in the society in general, it is especially important for there to be an independent entity which can speak out on behalf of women of color, lesbians, women with children, poor women, homeless women, battered women, disabled women, women with AIDS, and women in jail, as well as for the entire community of women who live and work in and for this City.

This option provides that under the leadership of the Mayor the City would create an independent COSW operating under a broad legislative mandate, with a correspondingly larger budget and staff, as detailed below. An independent COSW was endorsed by virtually all of the 35 witnesses who testified before the Task Force in public hearing. The primary functions of an independent Commission should be those set forth in the Primary Functions and Authorities section of this report.

B. Administrative structure

The COSW would be a free-standing commission, with control over its own budget, the director of which reports directly to the commission.

Under this option it is recommended that the Commission be reduced in size to five commissioners in order to create a more cohesive and focused deliberative body. COSW commissioners would be required, at a minimum, to possess demonstrated interest, knowledge and expertise in issues affecting women.

It is further recommended that the director of the COSW be a Civil Service exempt appointee of the Commission, in order for her/him to be on an equal footing with the directors of other departments.

Mechanisms would be created to ensure that the Mayor, Board, Chief Administrative Officer and all department and commission heads regularly and consistently consult with the director on matters relating to women, and that the director is included in all customary meetings held between the Mayor and department and commission heads, as well as meetings customarily held among the department and commission heads themselves.

C. Staffing

For fiscal year 1989-90, the Commission staff would include a minimum of 5 1/2 people, possessing the skills necessary to implement the primary functions of the Commission as set forth in the preceding section. All current professional job classifications held by COSW staff should be reclassified. Existing civil service classifications should be sought and readjusted as needed to include the required expertise in women's issues. In the event that currently existing civil service classifications do not include some or all of the positions outlined below, the Civil Service Commission should be asked to create appropriate classes to accommodate the unique requirements for some or all COSW positions. Brief job descriptions are set forth below:

1. Executive Director: 1 FTE. Salary: \$55,000-\$60,000. Would possess substantive knowledge of issues affecting women and of historical discrimination against women. Would possess the requisite managerial and administrative skills. Should have training and experience in fiscal management, control and planning. Should have fundraising and development capability. Would know how City government works, how to relate effectively to the Mayor, the Board, department heads and the public, and how to effect public policy.
2. Domestic Violence Program Monitor: 1/2 FTE. Salary: \$35,000-\$40,000. Would possess the skills necessary to administer the program for selection of, disbursement to and monitoring of agencies receiving domestic violence monies from the City. Would have strong oral and written communication skills. Would have an understanding of domestic violence, including knowledge of the client and provider communities. Would have expertise in budget analysis and skills in assessing quantity and quality of services provided.
3. Gender-Based Discrimination Monitor: 1 FTE. Salary: \$35,000-\$40,000. Would monitor gender-based discrimination complaints and the nature and scope of training programs used by departments and commissions to identify, prevent and resolve problems relating to gender-based discrimination. Would have general knowledge of gender-based discrimination law and methods of complaints investigation, mediation, and dispute resolution. Would have the ability to collect and synthesize information; experience in creating and implementing training programs; ability to work closely and cooperatively with supervisory personnel.

4. COSW Discrimination Analyst: 1 FTE. Salary: \$35,000-\$40,000. Would perform the audit and review functions set forth in the "Primary Functions and Authority" section of this report. Would possess knowledge of overall structure of City government, data collection and analysis and budget analysis.
5. COSW Program Analyst: 1 FTE. Salary: \$35,000-\$40,000. Would perform the advisory and advocacy functions set forth in the "Primary Functions and Authority" section of this report. Would possess extensive knowledge of women's issues. Would have research and public speaking skills, and would have the ability to work with the Executive Director in advising city officials, including the Mayor, the Board, and department heads, and the private sector on matters relating to women.
6. Clerical: 1 FTE. Salary: \$25,000. Would possess knowledge of basic word processing, typing, filing, telephone and reception functions, and other clerical skills. Would have good organizational ability and communication skills.

D. Pros and Cons of this option

PROS

1. Voice for women: A strong and independent commission with clearly mandated and broad powers would fill the void created by the current absence of a strong, clear and informed voice in City government to speak on behalf of the women of San Francisco. In the absence of an independent commission, vital issues affecting women, who comprise 51% of the residents of this City, are rarely given the recognition and attention they demand.
2. Unique expertise; troubleshooter on women's issues: No existing City agency represents, or, as a practical matter, can realistically be restructured to adequately represent, women's point of view. The present administrative structure subjects the COSW to the changing attitudes and priorities of the HRC, which have never included meaningful emphasis on the needs and rights of the City's women. The result is inadequate enforcement and follow-up by the City on extremely serious problems involving gender-based discrimination in employment and access to City services.

3. Regulatory reform: A strong COSW would greatly assist the City in rationalizing the regulatory and programmatic structure governing issues affecting women. The COSW would serve as the one City agency whose job it is to streamline and simplify procedures citywide, and oversee and monitor the performance of the City in affording women equal opportunity.
4. Focal point for women's community and women employed by the City and County of San Francisco: A strong and independent COSW would provide the vehicle for a systematic approach to women's issues citywide, acting as a focal point for community input as to emerging critical problems for which the City can then provide earlier, and therefore, less costly solutions. Examples of areas in which earlier recognition and action would have been of benefit to the City include gender-based discrimination in employment and pay equity, as well as the now burgeoning numbers of homeless and/or battered women and their children, women with AIDS, and victims of sexual harassment in both the public and private sectors. Similarly, the City now should be studying ways in which to cope with the crushing impact of the expected Supreme Court decision cutting back on, or reversing, Roe v. Wade.
5. Symbol of City's commitment to women: Establishment of a strong and independent Commission would symbolize San Francisco's commitment to women as a fundamentally important constituency within the society.

Conversely, if the City were to opt for continuation of the Commission's second-class status among City agencies, or worse still, for the dismantling of the Commission and the consequent submersion of women's issues into other departments, the message to the women of San Francisco would be clear. Such an action additionally would have repercussions well beyond San Francisco, which is regarded as a national bellweather for trends and attitudes.

6. Most cost-effective alternative: Based on the Task Force's estimates of the relative costs of alternative structures, an independent and strengthened COSW would appear to cost the City less money in both the short and long run. Even a small staff of 5 1/2 people could handle the functions the City needs to have performed and enable the City to act prophylactically to avert costly litigation and avoid inadequate post-hoc programmatic responses to problems.

CONS

1. Possible duplication of function: A separate COSW might initially duplicate some efforts of other City agencies currently mandated to handle some specific issues affecting women, including the Civil Service Commission and the HRC.
2. Omnibus agency is the ideal: It might be preferable to have matters involving all "minorities" handled by one omnibus agency, organized by separate units uniquely specialized to handle matters affecting racial/ethnic minorities, women, the disabled, religious minorities and gays/lesbians, respectively.

Option #2

Office of Women's Rights under the HRC

A. Introduction

Theoretically, a single agency could be empowered and staffed to handle matters affecting all "minorities" -- racial/ethnic, religious, women, the disabled, and gays/lesbians. Recognizing that the HRC currently exists to address human rights issues generally, this proposal would transfer the functions of the COSW to the HRC and would dissolve the eleven-member Commission on the Status of Women.

In order for this option to be successful, the Mayor would need to ensure that the top leadership of the HRC (the commissioners and the executive director) clearly possess and demonstrate a deep commitment to the advocacy of women's rights.

With one exception, the purpose and mandated functions of the COSW activities within the HRC under this option would be identical to those outlined in the Primary Functions and Authorities section of this report. The additional function required by this plan is explained below.

B. Administrative structure

This option would establish within the HRC the Office of Women's Rights (OWR) and would create a director of that office who would report to the executive director of the HRC. This position should be seen as comparable to a head of other units within the HRC, with a salary and benefit plan commensurate with these responsibilities.

It is recommended the HRC undertake an organizational design review to ensure functional alignment of all major units within the HRC (including the OWR) and compatible personnel classifications. It is recognized this may require additional resources for the duration of the review.

This option relies on a consolidation plan that would strengthen the existing role of the COSW, would empower the OWR staff to carry out their mission and would be synergistic in effect so as to enhance the entire organization.

It also relies on a process which ensures that:

1. the consolidation does not send a signal that the City is less concerned with women's rights than when they were addressed by a separate agency.
2. the transition does not create a crisis in constituent/public confidence in the agency.
3. the functions of the office of women's rights are highly visible to and easily accessible to all women in San Francisco.

C. Staffing

The OWR staff would include a minimum of 6 1/2 positions, one more full-time position than under the independent COSW option. The rationale for the additional position is predicated on the important notion that creating an agency within an existing organization requires additional effort to ensure the visibility and viability of the newly consolidated function and to ensure the effective integration of efforts with the other preexisting units of the HRC.

Job descriptions, qualifications, and salaries would be essentially the same as those under an independent COSW. (See Option #1, C)

In addition to the positions detailed under that option, it is recommended there be one additional Program Analyst with responsibility for integrating the role of the OWR within the HRC.

D. Pros and Cons of this option

PROS

1. Ease of implementation: This option requires less legislative relief to grant the authority necessary to pursue the desired goals of monitoring and auditing City functions, e.g., the HRC already has subpoena power.

2. Organizational strength: If the department was managed effectively, consolidation of staff and resources could potentially result in more effective performance of the tasks of the HRC and the current COSW.
3. Bureaucratic efficiency: This option accomplishes the elimination of one agency and an eleven-member commission.
4. Protection of Women's Rights: This option preserves the functions of the current COSW and potentially strengthens them under the newly created unit within the HRC.

CONS

1. Cost: There are no cost savings inherent in this proposal. In fact, at least in the short run it would cost more to ensure effective performance of the newly created unit within the HRC.
2. Reshaping the HRC: Without minimizing the qualifications of the recently appointed HRC commissioners and executive director, it is noted that they were made independently of a considered merger of the COSW and the HRC. The perception of the constituents of the COSW will undoubtedly be that these appointments were not made on the basis of a requisite demonstrated commitment to and advocacy for women's rights. Expansion of the Human Rights Commission to add "recognized" women's advocates could resolve that problem, but would be counterproductive to the consensus that a streamlined, downsized commission would be more efficient and more effective.
3. Appearance of a weakened commitment to women's issues: Public testimony revealed a strong perception that most women see a consolidation of the COSW with any other agency as its abolishment. They are afraid that women's rights will be less visible, less accessible and given little to no priority in any merger. This perception is strengthened by an historic low priority in the HRC regarding job-related gender-based discrimination, including sexual harassment.

All the above perceptions would potentially create a crisis of confidence in the agency by women in San Francisco.

Option #3
The Women's Advocate of San Francisco

A. Introduction

This option envisions the Women's Advocate of San Francisco, an independent, private entity capable of engendering wide support throughout the community, but which would also have a direct, formal link with the Mayor's office and would have a voice in the running of City business, as it affects women, and in the development of City policy. Its mission would be to ensure that City policy decisions foster women's best interests and that there is an aggressive policy voice for women's concerns in San Francisco. The Women's Advocate would urge the exercise of mayoral or supervisorial powers whenever necessary to ensure the City's responsiveness to women's concerns.

Under this option funding would come from a public/private partnership. First, it is recommended that the City dedicate the proceeds of a city-collected fee as a continuing, regular source of public funding for the Women's Advocate of San Francisco. Fees that might be considered as appropriate targets are those associated with the dissolution of marriage, birth certificates, or other regularly collected fees that have some nexus with women's concerns. Second, supplemental or contingent funding would come from private sources, including foundations, corporate donations, and individual support.

B. Administrative structure

The Women's Advocate of San Francisco would be a private nonprofit organization, independently incorporated, which could if necessary enter into a formal contract with the Mayor's office or other City entity to fulfill its functions. The Women's Advocate would be empowered through a formal link with the Mayor's office to fulfill the functions enumerated in the Primary Functions and Authorities section of this report.

The nonprofit organization would be governed by a board of directors, no larger than nine in number, who would represent the interests of minority women, women in the workplace, lesbians, poor women, and parents. One member would be a deputy mayor who would have, as a top priority, women's concerns.

The initial board would be selected by a nominating committee derived from representatives of a yet-to-be-determined list of representative organizations in San Francisco. Once convened, vacancies would

be filled by the board itself, with the exception of the deputy mayor, who would change at the pleasure of the Mayor.

The Women's Advocate and the staff would be appointed by and serve at the pleasure of the board of directors.

C. Staffing

The staffing pattern, job descriptions, qualifications and salaries would be comparable to those under an independent COSW (see Option #1, C).

D. Pros and Cons of this option

PROS

1. Independence: This option would provide an independent, consistent voice for women's concerns, capable of marshaling substantial community support, and would insulate the Office of Women's Advocate from the political vulnerability which characterizes other options. There is also potential that an independent structure and a partially independent funding base would cultivate unity within the women's community in San Francisco.
2. Tie to Mayor's office: Participation of a deputy mayor on the board of directors would ensure that women's concerns are given high priority in the executive branch of City government.
3. Accountability: Because the Women's Advocate is dependent in part on private funding, there is the expectation of direct accountability to its constituency -- those women and their representative organizations which have been the caretakers of women's concerns in San Francisco.

CONS

1. Dedication of public fees as a funding source: Current fiscal constraints and ongoing commitments to other concerns leave little room for identifying and allocating a new, consistent public funding source to the Women's Advocate. Absent such a source, the public/private partnership envisioned in this option could provide an easy target for diminishment or substantial elimination of public funding.
2. Pressures of fund raising: The need to raise private funds could fragment the women's community because many nonprofit organizations are already scrambling for scarce resources and trying to raise money from similar sources.

3. Legal jurisdiction: The legal jurisdiction for a public/private entity to fulfill the functions enumerated in this report is tricky, e.g., subpoena powers over City agencies. There is little precedent for such a hybrid being invested with powers which are traditionally public.
4. Link to the Mayor's office: This option relies on an administrative structure in the Mayor's office (i.e., a deputy mayor as a board member) that has no statutory basis. Moreover, there is no guarantee that future mayors will have any women in top level staff positions or that they will maintain a commitment to women's issues.
5. Reduced City commitment to a public function: This option amounts to the privatization of a function which is properly a public one. It should not be relinquished, especially since the most likely available private sector resources are corporate donors whose policies frequently are part of the problem, not the solution, encountered by women in San Francisco.

RECOMMENDATIONS

1. Structure

It is the conclusion of the Task Force that an independent entity with appropriate statutory powers should be established and charged with protection of the rights of women in San Francisco. The Task Force therefore recommends adoption of Option #1, creation of an independent, strengthened COSW, as the only model which can currently address women's issues with specific focus, visibility and accessibility.

The Task Force has also looked critically at the structure of the existing COSW and at two other alternative models. As stated above, the current structure is inadequate to the task and cannot be considered an option. Change must occur if there is to be a viable City-sponsored entity in charge of protecting the rights of women.

The Task Force finds Option #2, an Office of Women's Rights within the HRC, unacceptable because the HRC currently lacks the kind of expertise critical to protection of women's rights and because the HRC has been unable to demonstrate that it considers women's issues a priority. However, recognizing the value of an omnibus human rights agency, the Task Force does not dismiss reassessment of the HRC as a suitable umbrella for the COSW at some time in the future.

The Task Force found elements of Option #3, the Women's Advocate of San Francisco, intriguing, but ultimately rejected it as unacceptable and impractical. The major objection to it is the instability of its funding mechanism. Further, the legal issues and the questionable nature of its link to City government also raise serious concern.

2. Purpose and function:

The Task Force examined the appropriate mission, goals, and legal authorities of any entity charged with protecting the rights of women, and developed consensus on a Statement of Purpose and on Primary Functions and Authorities (see page 9). It is the conclusion of the Task Force that these elements are critical to the success of whatever entity is established, and should be included in appropriate format in the ordinance which establishes that entity.

COSW PROGRAMS AND ACCOMPLISHMENTS

Administers \$328,500 each year to agencies serving over 8,700 battered women and their children.

Paved the way for the City's first transitional housing program for battered women by developing a feasibility study.

Holds public hearings.

Makes an annual report to the Mayor on domestic violence.

Conducts public education campaigns to promote awareness of domestic and sexual violence issues and services; reaches over 15,000 people each year.

Organized a Rape Awareness, Prevention and Education Coalition to coordinate and improve services to sexual assault survivors.

Published the first "Asian Victims of Violence Resource Guide."

Established the Bay Area Sexual Assault Network, a coalition of rape crisis centers in five Bay Area counties sharing computerized client information.

Instrumental in securing comparable pay for jobs of comparable worth in City and County employment; educated over 5,000 groups and individuals.

Publishes a comprehensive handbook on sexual harassment in employment in Chinese, English, and Spanish; has distributed over 4,000 copies; educates City and private managers and employees about sexual harassment in the workplace through public speaking, workshops, and consultations.

Created the Sexual Harassment Helpline, a confidential information and referral/options counselling service.

Recommends City action on local, state and national legislation; created a "Legislative Network" of over 100 key community organizations to increase women's role in the public policy making process.

Sponsored the first legislative conference for Northern and Central California commissions for women.

Held the first public hearing in San Francisco on GAIN/welfare reform.

Responds to over 1,200 requests each year for information and referral, technical assistance, and employment rights counseling.

Assisted applicants to the Displaced Homemaker Emergency Loan Program.

Published WOMENEWS, a quarterly newspaper on current women's issues.

Works in coalition with women's and community organizations that are working to improve the status of women.

THE NEED
FOR AN
INDEPENDENT COMMISSION ON THE STATUS OF WOMEN

by the

SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN

September 1988

"THE NEED FOR AN
INDEPENDENT COMMISSION ON THE STATUS OF WOMEN"

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INTRODUCTION

The San Francisco Commission on the Status of Women hereby proposes to Mayor Art Agnos that the Commission on the Status of Women be reinstated as an independent commission.

In 1980, the previous administration de-powered the Commission on the Status of Women by cutting our budget, abolishing our Civil Service classifications, and placing our remaining staff under the director of the Human Rights Commission. This gutting has prevented the Commission from effectively carrying out its legislated mandates. The Commission has had no power to direct, supervise, or hire its own (limited) staff. Staff classifications have been Human Rights Commission Civil Service classifications, with little relevance to the skills or qualifications needed by the Commission on the Status of Women.

The Commission has grappled with this situation and tried to make this arrangement work for eight years. On numerous occasions, meetings were held with the director of the Human Rights Commission to improve his supervision of our staff. Few improvements followed. This year, the Commission requested a special condition on a personnel requisition to fill our lead program position. The special condition would have required that job applicants must have some experience and expertise in women's issues. Civil Service effectively denied the request.

The Commission has tried to work with the current structure. It has been a very frustrating endeavor, for by definition a disfunctional structure cannot work. The previous administration made its position clear through its initial de-powering of the Commission, chilling any efforts to discuss effective change.

The Commission on the Status of Women must also have increased legislative authority in order to fulfill its mandate, "to insure equality in treatment of the sexes." This is particularly true in the area of job and sex-related discrimination. For many years, the Commission has studied issues affecting women, but has been severely limited in its capacity to act on its findings. This is not only unnecessary, but unproductive and costly. San Francisco loses immeasurably each day it denies women the opportunity to contribute equally to our City without discrimination. The Commission on the Status of Women can be a valuable resource to find solutions to improve San Francisco, through improving the lives of the 51% of its residents who are women.

There are over 340,000 women in San Francisco. Discrimination based on sex, sexual harassment and violence against women are rampant in our City, as they are in every city in the country. Every major city in the country has an independent Commission on the Status of Women to address these crucial issues. San Francisco is viewed as a progressive city -- yet we have not rectified this political injustice committed in 1980.

COMMISSION ON THE STATUS OF WOMEN

PROGRAMS AND ACCOMPLISHMENTS

Since 1980, under difficult circumstances, the Commission on the Status of Women has nonetheless managed to implement several new programs and successful efforts affecting specific areas of concern to San Francisco women.

The Commission has made significant gains in two major areas: VIOLENCE AGAINST WOMEN and WOMEN'S ECONOMIC ISSUES. Through public policy development, public education, coalition building and direct services, the Commission has developed innovative and effective programs:

Domestic Violence

- ° Administers \$328,475 each year in general fund and marriage license fee monies to agencies serving over 8,700 battered women and their children each year
- ° Paved the way for the City's first second-stage housing program for battered women by developing a feasibility study
- ° Conducts "Domestic Violence Awareness Month" public education efforts, develops and disseminates bilingual prevention/intervention information (educating over 10,000 people in 1987-88)
- ° Holds public hearings on domestic violence and makes annual report to Mayor's Office on domestic violence in San Francisco

Sexual Assault

- ° Created the "STOP RAPE" series, a three-year public education campaign in San Francisco neighborhoods combining workshops, exhibits, emergency resources information, self-defense classes, and media outreach reaching over 15,000 people
- ° Improves services to sexual assault and child sexual abuse victims through creating coalitions to coordinate services and by training service providers
- ° Published the first "Asian Victims of Violence Resource Guide"
- ° Originated the Bay Area Sexual Assault Network, a coalition of rape crisis centers in five Bay Area counties sharing computerized client information

PROGRAMS AND ACCOMPLISHMENTS (cont.)

Comparable Worth

- ° Assists in the City's efforts to insure comparable pay for jobs of comparable worth in City and County employment through work with the Mayor's Office, Board of Supervisors, Civil Service Commission, labor unions, and women's organizations
- ° Conducts public education campaigns to bolster efforts to establish comparable worth (educating over 5,000 groups and individuals)

Sexual Harassment

- ° Educates employers and employees about sexual harassment in the workplace through public speaking, outreach, and publications
- ° Published an easy-to-use, comprehensive handbook on sexual harassment in employment for both employers and employees in Chinese, English and Spanish (over 3,000 copies distributed so far)
- ° Created the SEXUAL HARASSMENT HELPLINE, a confidential information and referral/options counseling service serving over 250 victims
- ° Advises City departments in their efforts to address sexual harassment; drafted sections of the recent Police Department General Order prohibiting sexual harassment

Legislation

- ° Helped establish the City's ordinances which prohibit sexual harassment and created child care provisions in the Downtown Plan
- ° Recommended City action on local, state, and national legislation concerning issues such as reproductive rights, child care, sexual assault, domestic violence, AIDS/ARC, sexual orientation discrimination in employment, and respite care
- ° Created a "Legislative Network" of over 100 key community organizations to increase women's influence on the public policy making process
- ° Publishes legislative "Action Alerts" to provide timely information on selected legislation affecting women
- ° Sponsored the first legislative conference for Northern and Central California commissions for women

PROGRAMS AND ACCOMPLISHMENTS (cont.)

Welfare

- ° Held the first public hearing in San Francisco on GAIN
- ° Advises the Board of Supervisors and Social Services Commission on the development of San Francisco's GAIN program

Direct Services

- ° Responds to over 1,200 requests each year for information and referral, technical assistance, and employment rights counseling
- ° Serves as a local referral site for the Displaced Homemaker Emergency Loan Act applicants

Outreach

- ° Held annual "Celebration of San Francisco Women" reception in City Hall, attracting 400-700 people each year
- ° Published WOMENEWS, a quarterly newspaper on current women's issues and Commission activities (since disbanded due to lack of funds)
- ° Assists women's and community organizations working to improve the status of women, including:

Coalition for a Fair Minimum Wage
Income Rights Project
Homeless Vigil/North of Market Planning Coalition
Domestic Violence Consortium
West Coast Women's Music Festival
Women's Breast Health Day at Mission Neighborhood Health Center
Latina Women's Health Conference at Mission Nghd. Health Center
Lesbian Agenda for Action
San Francisco Women in the Trades
California Abortion Rights Action League
Hotel & Restaurant Employees & Bartenders' Union Local 2
United Way of the Bay Area Task Force on Women and Girls
Coleman Advocates for Children and Youth
Women's Re-Entry Program, City College of San Francisco
Legal Assistance for the Elderly
American Library Association
"Women and AIDS"/support group
S.F. Unified School District girls' sports programs

PROGRAMS AND ACCOMPLISHMENTS (cont.)

Asian Women's Shelter
Women's Expedition to Mt. Kongur, China
"Women Working for Peace Across the Divide of Race, Nation & Poverty"
"Take Back the Night" march
"Comparable Worth Project Leadership Training"
"Employment Options Conference"/Career Planning Center
"Choices for Women in the Nuclear Age: National Security Issues"
"Working Women's Awareness Week"/Coalition of Labor Union Women
San Francisco Wages for Housework/Legal Action for Women
Coalition for the Medical Rights of Women
Asian Women's Health Center
Lyon Martin Women's Health Services
New College of California
San Francisco Substitute Teachers Association
"VDT Speak Out"/VDT Coalition
Women's Health and Breast Health Center at Children's Hospital
"Time Off for Women" day
Nurse Midwifery Program, San Francisco General Hospital

PRIORITY AREAS

As a result of its 13 years of study, the Commission has identified specific areas in which large numbers of San Francisco women continue to be adversely affected. Informed, appropriate and timely action by the City could have significant impact in these particular areas.

As a independent, empowered Commission, the Commission on the Status of Women will be able to help lead the City in addressing these areas:

Affirmative Action/Discrimination and Minority Women

Sexual Harassment in Employment

Violence Against Women

Other Issues of Concern: Civil Service Reform, Homeless Women

AFFIRMATIVE ACTION/DISCRIMINATION

AND MINORITY WOMEN

Today's reality is that we live in a white, male-dominated society which victimizes women and minorities economically and socially. It is imperative that the Commission on the Status of Women be in the forefront to speak out against these inequities and work to change policies, attitudes and behaviors.

41% of San Francisco women are minority women. Minority women's issues often have not been addressed in agendas prepared by mainstream women or by male-dominated minority organizations. This is due in part to differences in the way issues are perceived, defined and prioritized by minority women. Poverty, race discrimination, and violence affect minority women much more than non-minority women or minority men.

The Commission on the Status of Women continues to demand minority representation among its members, to encourage minority commissioners to play an active role, and to support programs that improve the welfare of minority women, i.e., GAIN, domestic violence services for minority and limited English speaking women, and publications in Spanish and Cantonese.

Within City and County employment, all women are underrepresented in significant areas. The Civil Service Commission reports that while the City's 11,744 women employees comprise 40% of its workforce, they are 73% of its clerical workers and only 3% of its craft workers; women are 51% of City and County professionals, but only 27% of its officials and administrators. New and increased efforts are needed to move women up the City's job ladders and to eliminate the attitudes and practices which contribute to discrimination against women.

Though recent efforts to increase the City's support of employment of women in non-traditional jobs in its own workforce have been very welcome, they have also been very limited compared to the size of the problem. The difficulty inherent in breaking through these occupational barriers cannot limit efforts to correct these inequities. These "non-traditional" jobs usually pay more and are vital to the many San Francisco families dependent on women's income.

The Commission is also very concerned regarding the apparent under-utilization of existing anti-discrimination processes. While community concern and the number of informal complaints of sex discrimination remain large, the number of individuals using existing avenues for actual redress is relatively small. These complaint processes are often intimidating, confusing, time-consuming, and of limited effectiveness -- when enforced. Alternatives to existing processes need to be developed, while new ways are found to prevent the discrimination which leads to costly complaints.

AFFIRMATIVE ACTION/DISCRIMINATION
AND MINORITY WOMEN

As an independent Commission, the Commission on the Status of Women will be able to increase its affirmative action work by:

1. Examining the affirmative action and discrimination intervention programs administered by the Civil Service Commission and the Human Rights Commission, and making appropriate recommendations to the Mayor's Office.
2. Working more closely with the Civil Service Commission's EEO Unit.
3. Establishing an Ethnic Minority Committee composed of grassroots, paraprofessional, and professional ethnic minority women to advise the Commission and the City.
4. Developing leadership training workshops for minority women.
5. Implementing programs and developing legislation with community-based organizations to meet the special needs of minority women.

SEXUAL HARASSMENT

Every employee has the right to a workplace free from sexual harassment, and yet, the reality is that women are harassed daily. Since 1983, the Commission on the Status of Women has been a leader in efforts to shape policies, and help victims of sexual harassment.

The Commission on the Status of Women's record in this area is excellent. In the past five years, the Commission has influenced the policies of several large City departments, produced a comprehensive informational handbook in three languages (English, Spanish and Chinese), distributed over 6,000 copies of this handbook to City departments, public agencies and private corporations (City departments alone have over 2,000 copies), and provided counseling services to over 250 victims. Because of limited funds, the Commission has sought and successfully secured private corporate grants to carry out many of these efforts.

With the support of the Commission on the Status of Women, Supervisor Nancy Walker revised the City's sexual harassment laws (Ordinance 16.9-25) to reflect a strong commitment by the City to prevent sexual harassment and to affirm the Commission's critical role in this area. These laws underscore the need for the Commission's efforts to complement the work of the Civil Service Commission.

The City has expended thousands of dollars in sexual harassment suits. And yet, the one City position designated to specifically address sexual harassment issues has been cut from the Civil Service Commission staff.

Sexual harassment is a major form of discrimination. In 1987-88, 100 sexual harassment complaints were filed with the State Department of Fair Employment and Housing in San Francisco, more than one-third of all sex discrimination complaints filed (sex discrimination complaints alone comprised 40% of all discrimination complaints). Requests for informational presentations and training workshops for employees are increasing, evidence of the public demand for such programs. An example of this need is the Equal Employment Opportunity Commission's recent request for the Commission's assistance in reaching Asian victims of sexual harassment, who for the most part are not filing sexual harassment complaints.

Sexual harassment remains a serious problem in our City. A sexual harasser's message is still powerful and effective: non-compliance means economic reprisals, and/or work in a hostile, offensive environment full of physical stress and fear.

The Commission on the Status of Women seeks to enhance its work to prevent sexual harassment in the workplace by assuring that laws are promulgated, employers are committed, and public awareness is heightened.

Sexual Harassment Component

Independence from the Human Rights Commission will allow the Commission on the Status of Women to intensify its role in preventing sexual harassment in the workplace. Initially, the Commission will work more closely with the City's front-line employees and outreach to the private sector by:

1. Examining current City efforts and making recommendations to the Mayor.
2. Developing seminars for front-line City employees on their rights and responsibilities.
3. Assisting public and private employers to develop programs to prevent sexual harassment in the workplace, including:
 - ° developing policies
 - ° dissemination of policy statements
 - ° assigning staff with the authority and resources to implement policies
 - ° creating specialized programs to encourage minorities to seek assistance
 - ° conducting surveys to determine if problems exist, identifying trends, analyzing findings, and developing programs to rectify problem areas
 - ° training management and rank-and-file employees.
4. With the consent of victims, consulting with their employers and investigating, mediating, and pursuing voluntary remedies to informal complaints; when necessary, assisting in filing formal complaints with the Equal Employment Opportunity Commission and the Department of Fair Employment and Housing.
5. Increasing current educational methods where feasible, i.e., through the media, literature, posters, and presentations.

VIOLENCE AGAINST WOMEN

Reports of child abuse to the San Francisco Department of Social Services tripled between 1977 and 1987, from 1,671 to 6,858. Of 478 rapes reported to the San Francisco Police Department in 1987, only 28 offenders were actually sent to prison. San Francisco's domestic violence shelters housed 640 battered women and their children in 1987-88 -- they turned away 685 women. Local crisis lines responded to over 7,000 calls for help.

Violent crime against women exacts heavy emotional and financial tolls on victims, perpetrators, and the criminal justice, medical, legal, judicial and social service systems. It creates a destructive cycle of violence, as behaviors and attitudes are handed down, generation to generation.

San Francisco has developed many pioneering efforts to address violent crime against women. However, routine services to respond to violence against women remain inadequate. Consistent, specialized, comprehensive efforts to address violence against women in the City's policies, planning and budget are critical to reducing these crimes. Since its inception, the Commission on the Status of Women has worked actively to reduce and prevent violence against women, including:

- ° assisting the City in developing and improving services through its work with the criminal justice system and service providing agencies;
- ° studying the needs of women victims of violence through public hearings, community meetings, and surveys;
- ° increasing public awareness and empowering women to protect themselves through publications, exhibits, conferences, and workshops;
- ° building coalitions of service providers and City agencies to coordinate services, develop programs, and advise the City.

An independent, empowered Commission on the Status of Women will be able to continue these efforts, and to provide leadership in making the City effective in reducing violence against women. An independent Commission will:

1. Study and make recommendations to maximize the efforts of our City's public institutions' responses to violence against women
2. Examine the enforcement and prosecution of violent crimes against women and girls, especially sexual assault
3. Participate in San Francisco's Domestic Violence Consortium to encourage the coordination of services and maximize resources
4. Conduct public education campaigns, including circulation of the Commission's domestic/sexual violence information exhibits
5. maintain and explore expanding our domestic violence grants programs which currently fund six domestic violence agencies.

OTHER ISSUES OF CONCERN

Civil Service Reform

San Francisco's Civil Service system has evolved into a rigid, complicated collection of sometimes contradictory processes. This has resulted in only limited progress toward achieving equity for women City workers. Soon the City will renew its efforts to reform the Civil Service system. These reforms, coupled with the advent of collective bargaining, will demand fundamental changes and radically increased flexibility. It is imperative that these changes happen, and that they are designed with specific input by and consideration of women City workers.

The Commission on the Status of Women proposes to join with the Mayor's Office, the Board of Supervisors, and other concerned entities to re-vamp our outdated system. As an independent, empowered Commission, we will monitor the progress (or lack thereof) for women in the City system, and lead women's involvement in changing it.

Homeless Women

Current San Francisco programs are not enough to fill the basic needs of San Francisco's homeless people, particularly those of women, children, the elderly, and minorities.

20% of the current homeless population are women;
50% of these women are ethnic minorities.

Although the City's homeless program provides varied services at shelters, it does not reach the approximately 90% of homeless people who do not stay in City shelters, the lack of shelters in many neighborhoods, or the lack of shelter staff to address women's special needs. Child care for the homeless is nearly nonexistent, preventing homeless women with children from looking for work.

Homeless women face numerous barriers in trying to attain social services. Services are limited, and many homeless women, especially minority women with limited English or from different cultures, may have difficulty identifying the appropriate place for care. Lengthy registration processes and inaccessible locations can mean a missed meal or shelter bed.

After years of concern, it is only recently that already overburdened community social service providers have begun efforts to organize in order to advocate for homeless women. An independent, empowered Commission on the Status of Women will assist the City in its new efforts to insure that comprehensive, accessible, culturally and linguistically appropriate social services are available and usable by homeless women in San Francisco. The Commission will establish its own efforts to examine the needs of women who are homeless and take action to address their issues.

PROPOSED BUDGET/STAFFING

Since 1980, the Human Rights Commission has supplied personnel supervision, accounting and personnel support, receptionist back-up, and reproduction services, and has shared supplies and office machines with the Commission on the Status of Women. When independent, the Commission on the Status of Women will need to distribute many of these duties among its existing staff, and to add one half-time accounting position.

The following proposed budget outlines the Commission's present budget, indicates how these needs would affect the Commission's present budget at present staffing levels, and demonstrates how these needs might be incorporated at its present budget levels.

<u>Sub-Object</u>	<u>Responsibilities/Purpose</u>	<u>% FTE</u>	<u>PRESENT APPROVED 1988-89</u>	<u>INDEP. @ 88-89 Staffing Levels</u>	<u>INDEP. @ 88-89 Budget Level</u>
<u>Personnel</u>					
001 PERMANENT SALARIES:					
2991 Coordinator, HRC	budget, personnel, program direction	100% 86%	\$ 50,252	\$ 50,252	\$ 43,216
2996 Represen., HRC	program devel. & implementation	100% 86%	\$ 41,251	\$ 41,251	\$ 35,475
2996 Represen., HRC	contracts admin., program implementation	50% 50%	\$ 19,654	\$ 19,654	\$ 19,654
1424 Clerk Typist	clerical support	100% 86%	\$ 25,000	\$ 25,000	\$ 21,500
1840 Jr. Mgt. Asst.	accounting, admin. analysis	0% 50%	0	\$ 14,760	\$ 14,760
060 MAND. FRINGE BENEFITS		-	\$ 35,603	\$ 40,747	\$ 36,343
040 FEES	commissioners	-	\$ 2,640	\$ 2,640	\$ 2,640
<u>Non-Personnel Services</u>					
100 PROF. SERVICES	d.v. contracts		\$167,475	\$167,475	\$167,475
109 OTHER CONTR. SVCS.	copier, IBM, subscr., add'l copying to replace mimeo., postage meter		\$ 2,329	\$ 3,129	\$ 3,129
111 USE OF EMPL. CARS	Fast Passes, travel reimburs.		\$ 200	\$ 200	\$ 200
120 OTHER SERVICES	postage, non-City printing		\$ 10,122	\$ 10,122	\$ 10,122
123 TELEPHONE	routine phone services		\$ 3,000	\$ 3,000	\$ 3,000
130 MATS. & SUPPLIES	routine office needs		\$ 1,298	\$ 1,560	\$ 1,560
146 RENTAL OF PROPERTY	sep. lease w/o rent incr.		\$ 6,154	\$ 6,154	\$ 6,154
303 REAL ESTATE	req./Real Estate Dept.		\$ 100	\$ 100	\$ 100
350 REPRODUCTION	City copying/printing		\$ 1,000	\$ 1,000	\$ 1,000
TOTAL			\$366,078	\$387,044	\$366,328
COSW ONLY TOTAL (without d.v./prof. svc. monies)			\$198,603	\$219,569	\$198,853

Note: Salaries and fringe benefits calculated without "Salary Savings," at 1988-89 standardized levels. The 50% - 2996 Representative, HRC position is supplemented by \$14,000 in marriage license fee administrative monies.

STEPS TO INDEPENDENCE

1. Decision by Mayor to establish an empowered, independent Commission on the Status of Women.
2. Approval by the Mayor and Board of Supervisors of revisions to the Commission on the Status of Women's founding ordinance to increase its authority and establish its independence.
3. Approval of a transition budget by the Mayor and Board of Supervisors.
4. Re-classification of Commission staff positions by the Civil Service Commission.
5. Approval of revisions to the Commission's budget to include staff re-classifications.

SUMMARY OF THE TASK FORCE'S PUBLIC HEARING

February 27, 1989

The Mayor's Task Force on the Commission on the Status of Women held a hearing on February 27, 1989 to take public comment on issues of concern to women and on the structure of a public agency that could effectively address those issues.

The hearing was attended by more than 100 people, of which approximately 35 presented testimony. With one exception, the public comments concerning both women's issues and the organizational structure of the COSW were remarkably similar. Following is a summary of key themes which emerged during the hearing.

1. A public agency on women's rights is needed because in 1989 women still have significant, unique, unmet needs. Many specific areas of concern were highlighted, including:
 - * Domestic violence
 - * Economic equity
 - * Comparable worth
 - * Gender-based discrimination
 - * Childcare
 - * Women with AIDS/ARC
 - * Homeless women
 - * Services for victims.
2. Regarding an appropriate administrative structure, a strong consensus was evident. Most presenters felt that the COSW must:
 - * Be an independent structure (not subordinate to another organization). It must not be dismantled or merged with other functions.
 - * Maintain its own identity (visibility is a key to success).
 - * Be given greater autonomy (authority and responsibility for its own staff).
 - * Be given greater authority to carry out its mission. The cooperation of other City agencies must be assured.
3. Belief about the negative implications of combining the COSW with another agency ran deep and strong throughout the testimony. Many felt that any merger would:
 - * Have the same overall affect as abolishment.

- * Subordinate women's rights issues to other, albeit important, functions.
 - * Further weaken the authority and power of those responsible for carrying out the COSW mission.
 - * Send a signal to the women of San Francisco (and elsewhere in the country) that women's rights are not important -- a "counter-initiative" action in these times.
4. Many positive examples of services provided by the COSW were cited during the hearing, and grave concerns were voiced about the potential for the suspension or reduction of existing services. Examples of valued services described during the hearing included:
- * Information and referral for women in need of help.
 - * Support for programs aimed at eliminating domestic violence.
 - * Educational programs, materials and loaned speakers on a variety of women's rights issues, especially comparable worth and gender-based discrimination.
5. Additional service requirements were identified during the hearing. Presenters urged the Task Force to include in its recommendations requirements for new services, such as:
- * Legislative analysis and related advisory support for the Mayor and the Board of Supervisors.
 - * Coordination of women's homeless issues with other City agencies.
 - * Advocacy for poor women.
 - * Advocacy for women with AIDS/ARC and related interagency coordination.
 - * Establishment and maintenance of a clearing house for women's resources in San Francisco.
6. Suggestions were also offered on ways to assure the efficiency and effectiveness of the agency. For example, the COSW should:
- * Not duplicate functions performed by other agencies, e.g., Civil Service, Social Services, and Public Health.
 - * Increase its visibility throughout the community.
 - * Spend less time on fundraising and more time providing services.

PRESENTERS AT THE PUBLIC HEARING
February 27, 1989

Barbara Arms
Coalition on Homeless Women and Children

Diana Christiansen, Past Chair
Commission on the Status of Women

Catherine Dodd, R.N.

Sheryllyn Dougherty
La Casa de las Madres

Sue Eisenbery
National Women's Political Caucus

Bref French
California Women Lawyers

Patsy Fulcher
Aileen Hernandez Associates

Ruth Gordon
Affirmative Action Chair
Golden Gate Section of
Society of Women Engineers

Jean K. Harris
Lesbian Agenda for Action

Isabel Huie
COSW Commissioner
Chinese for Affirmative Action

Leslie Katz, President
National Women's Political Caucus

K. Kaufmann
S.F. Women Against Rape

Karen Kwong
Asian-American Bar Association

Meriel Lindley
Bay Area Lawyers for Individual Freedom

Ruth Mahaney
San Francisco State University
Women's Studies Program

Catherine Maier
S.F. AIDS Foundation
Women's Services Program

Linda Marks
Women in the Workforce 2000 Bay Area Network

Helen Marte-Bautista
National Network of Asian Pacific Women
Past President, Friends of COSW

Beckie Masaki
Asian Women's Shelter (representing the
S.F. Domestic Violence Consortium)

Jose Medina
Instituto Laboral

Theda NewBreast
Corp. for American Indian Development
S.F. Indian Center

Louise Ogden
Past Chair, COSW

Gloria Peterson
Media Services Corp.

Gladys Sandlin
Mission Neighborhood Health Center

Sherri Hayes Sawyer
Black Women Lawyers of Northern California

Jill Schlichtmann
Queen's Bench

Karen Sikkenga
Children's Council of S.F.,
Coalition of Homeless Women and Children

Cathe Smeland
Alter Images

Regina Sneed
National Lawyers Guild
SF Bay Area Chapter

Barbara Squires
Past Chair, COSW

Chan M. Stroman
Farella, Braun and Martel,
Barristers Club

Patricia Sturdevant
S.F. Women Lawyers Alliance

Mary Vail
Past Chair, COSW

Marguerite Warren
Concerned Citizen

Amy Weitz
Director of Public Affairs
Planned Parenthood

WRITTEN STATEMENTS SUBMITTED

Abby Cohen, Managing Attorney
Child Care Law Center

Catherine J. Dodd, R.N.

Lavon Gieselman
Former Board Member, Friends of COSW

K. Kaufmann
S.F. Women Against Rape

Rosemary Regello
Tradeswomen, Inc.

Cathe Smeland
Alter Images

Regina Sneed
National Lawyers Guild
S.F. Bay Area Chapter

Susan Stone, Exec. Dir.
Options for Women Over Forty

Mary Vail
Former Chair, COSW

ABBY J. COHEN
Managing Attorney

CAROL S. STEVENSON
Staff Attorney

HEIDI STRASSBURGER
Staff Attorney

BARBARA CARLSON
Staff Attorney

MARCIA ROSEN
Special Counsel

CHILD CARE LAW CENTER

22 Second Street, 5th Floor
San Francisco, California 94105
Telephone (415) 495-5498

February 27, 1989

Sally Kipper
Mayor's Special Committee on Women's Affairs
Mayor's Office
Room 205, City Hall
San Francisco, CA 94102

To members of the Committee hearing public testimony:

Due to a Child Care Law Center board meeting, I am unable to attend the Special Committee's public hearing this evening, but I request that the following brief comments be entered into the record of the hearing.

First, I want to express the Child Care Law Center's concern and the concern of the child care community at large, that whatever structure is ultimately chosen for the Commission of the Status of Women that the Commission's charge include consideration of child care needs as appropriate. While the City is also presently looking at the current City structure charged with dealing primarily with child care and other children's services, it is important that child care also be considered from the perspective of the Commission on the Status of Women. Of course, it is essential that the Commission on the Status of Women make links with whatever governmental structure will be handling child care issues in a spirit of coordination and cooperation. But in order for progress to be made on the child care front in this City, it is critical for as many groups as possible which are touched by the issue of child care to be actively involved. There can be no doubt that while child care should not be viewed only a women's issue, in reality it is an issue of great concern to many women in this City.

As for the desirable structure of the Commission, it seems that to function most effectively, it must first and foremost be adequately staffed by persons who are knowledgeable about the issues. Otherwise, little can be accomplished. Having seen the Commission in operation through my participation on the Legislative Committee, I am well aware of the burdens placed on both Commissioners and staff when there are insufficient staff and resources and also am aware of how these inadequacies have served to diminish the potential effectiveness of the Commission. Given the range and gravity of issues the Commission is attempting to deal with, this inefficiency is something the City can ill afford.

Additionally, I do not think that structuring the Commission as an independent non-profit is necessarily helpful, in that one of the objectives of the Commission ought to be raising the status of these issues within the City's bureaucracy, having equal access to whatever other city departments have access

to, etc. While a commission on the outside may gain something in independence it may lose quite a bit in terms of clout and power to effectively advocate changes in city policies and practices, no matter how strong a link is forged between the independently governed entity and the City.

I hope that this testimony is useful. If the Committee has questions or concerns relative to this testimony specifically or child care issues in general, please do not hesitate to contact me.

Cordially,



Abby J. Cohen
Managing Attorney

cc: Martha Roditti, Children's Council
Norman Yee, Wu Yee Resource and Referral
Merle Lawrence, Mayor's Advisory Council on Child Care
Sharon Johnson, Mayor's Office

TESTIMONY to Mayor Art Agnos' 2/22/89
BLUE RIBBON TASK FORCE
Examining the Structure and Function of the
San Francisco Commission on the Status of Women
by
Catherine J. Dodd R.N.

The San Francisco Commission on the Status of Women was created by Ordinance of the Board of Supervisors in 1975 to: eliminate barriers which restrict women from full participation in the economic, educational, political and social affairs of the City. In 1980 the Board of Supervisors created the "Domestic Violence Program Fund" which resulted from the passage of State legislation which increased marriage license fees, and earmarked the new monies for domestic violence services for counties.

I became involved with the Commission's Legislative Committee in 1982 representing the California Nurses' Association Region 12 Government Relations Committee and later the San Francisco Chapter of the National Organization for Women. Over the years the Commission and its various subcommittees have had periods of fierce activity as well as periods of almost stagnant inactivity. Not unlike many other organizations or governmental subunits dependent on public controversy for their inspiration.

During the past decade, the Commission has carried out its obligation to administer the Domestic Violence Program Fund, and San Francisco can be proud of some of the finest Domestic Violence Programs in the United States. The Commission office and its stable and reliable staff serve as the only reliable resource referral agency for the gamut of women's issues and concerns. A role which I believe should be legitimized as an official function of the Commission. The Commission has in the past acted as an information conduit to local organizations and interested persons on local and state legislative and regulatory issues effecting women and girls, another important role, which will help ensure public participation in the shaping of public policy which effects our lives, the Commission has prepared informational booklets, brochures, and conducted workshops on: Rape awareness, sexual harassment, political appointments and more. These are the functions I have utilized as a private citizen and organizational representative.

This hearing and the substantive proposals of this committee regarding the future existence, structure and function of the Commission on the Status of Women were not formally publicized except through a letter from the Mayor so my comments and suggestions are limited to my informal discussions with community activists and leaders.

We have come along way and we are not babies, but we have miles to go before we can say that barriers to women's equal and full participation in the economic, educational, political and social affairs of the city has been achieved. The purpose for the Commission is still as relevant as it was in 1975. The importance of a resource clearing house of: ideas, issues, activities effecting women in San Francisco is worthy of public support and public funding.

There has been some discussion about the creation of a public private agency to contract with the city which would administer the Domestic Violence Program Fund and list of other potential activities and advocacies is endless. I do not know much about the proposal, but on first glance, I want to reiterate that the General Fund monies currently used for the Commission are well worth the investment. Many private advocacy legal and service oriented agencies exist to conduct discrimination investigations, and most of us contribute to them financially.

The continued existence of the Commission under the wing of the Human Rights Commission is satisfactory although not ideal. We, women, are the only class of people for whom equal opportunities and rights are not protected by the Constitution of the United States.

We need a County Commission on the Status of Women, we need women from all communities to serve on it and to work with it. We need to avoid bowing our heads and saying, "oh, its o.k. women make almost what men make now so we do not need our own Commission." The issues are endless: Health issues focusing on ACCESS to services for all women and girls, Chronic Immune Dysfunction Syndrome and Long Term Care for the elderly, violence against women, sexual harassment, economic opportunity, educational opportunity, childcare, lesbian rights, and the list continues.....

I urge you to recommend that we seek ways of strengthening the role and functions of our Commission on the Status of Women so that someday at least in San Francisco Women will function as full and equal partners in all the activities of the City.

Thank you for the opportunity to have input into this very important recommendation process. Please call upon me if I can be of assistance.

2/27/89

Roberta Achtenberg
Chair, Mayor's Task Force
Commission on the Status of Women
200 City Hall
San Francisco, CA 94102

Dear Roberta;

I am in receipt of the notice from Mayor Agnos that "something needs to be done to make COSW function more effectively." As a former "Friends of COSW" board member, I support the need for and the goals of the Commission. My area of activity on behalf of COSW was fundraising, and I could always count on the staff, particularly Jacquie Hale, to articulate these goals effectively in front of corporate benefactors. She is an asset because of her historical knowledge of women's needs in San Francisco and her dedication to the organization.

My feeling is that since the concern is that something should be done, that the first step should be for COSW to become an independent entity within city government. This position will enable the COSW to more effectively empower its constituents -- namely San Francisco's women citizens. Second, the need for a women's impact statement to be filed prior to legislation being passed (similar to an environmental impact statement) is of the utmost importance. I also believe that a review or audit of city departments, both on program and financially to determine the need for women's programs in those departments would improve the quality of life and provide an equitable distribution of resources that the city is obligated to make.

I commend COSW for the ambitious program they have raised and their ability to carry out sophisticated reforms during this post-feminist era. Their example is a clear one for comparable bodies to follow. Best wishes for making a good commission even better.

Sincerely,

Lavon Gieselman
Lavon Gieselman

cc: Jacquie Hale, COSW Coordinator

STATEMENT IN SUPPORT OF
THE COMMISSION ON THE STATUS OF WOMEN

SUBMITTED TO: THE MAYOR'S TASK FORCE ON THE COMMISSION ON THE
STATUS OF WOMEN

BY: K KAUFMANN

My name is K Kaufmann. I am a writer and editor and have been an activist within the women's community and women's groups in San Francisco for almost 10 years. I worked for many years as a writer and editor for Plexus, a women's community newspaper which is now defunct. I have also worked in professional and volunteer capacities with the San Francisco Family Violence Project, Equal Rights Advocates, the Committee to Defend Reproductive Rights, Planned Parenthood of San Francisco/Almeida and San Francisco Women Against Rape. Throughout this time, I have, on different occasions, worked with the Commission on the Status of Women. Some of these experiences have been very positive and some have been very frustrating, but at no time have I ever doubted the need for the Commission to exist. I come here this evening to speak in favor of maintaining and indeed strengthening the power of the Commission as an independent, autonomous voice for women in the City of San Francisco.

Why do we need an independent commission on the status of

women? I was asked this question several weeks ago, and my automatic answer was--Because, of course, women are different. The very fact that such a question can still be asked and that we as women still have to provide answers for it is just one indication of the extent to which women's voices, our needs and concerns have been and continue to be devalued and excluded in our society.

There is barely an issue facing our city, and society in general, which does not affect women--from AIDS to homelessness and unemployment to safety in the workplace and on the streets. Yet, our understandings of these problems and our approaches to possible solutions have all too often been limited by the exclusion of women's voices, women's experiences, women's needs. And in most cases, we have been made aware of this fact by the work of women organizing independently and autonomously within their own communities.

Last year we saw the value and importance of this type of organizing in the efforts of women in this city, with the active assistance and support of the Commission on the Status of Women, to ensure that single welfare mothers had a significant voice in the planning of San Francisco's GAIN plan. It was to no small extent because of the hearings held by the Commission and its lobbying of the GAIN Task Force and the Board of Supervisors that San Francisco submitted a GAIN plan that at least attempted to meet the expressed needs of single welfare mothers for real training and adequate child and health care.

The State's refusal to fund key elements of the San Francisco plan, like 12 months' childcare and Medi-Cal--which over and over were two of the things women said they needed most for the plan to succeed--is just one more demonstration of the extent to which women's experiences and needs are devalued and ignored within our society's political and economic decision-making structures.

The role played by the Commission in the GAIN planning process offers a glimpse of what a fully funded, resourced and autonomous Commission could do in this city. It could provide what I, and I am sure many other women, have long felt the lack of--a strong voice to ensure that our interests and needs are represented and taken seriously in city government--in decision and policy making, in the allocation of funds for programs, and in active support for the implementation and monitoring of such programs.

Speaking from my own area of interest and expertise--which is sexual violence--it is currently estimated that at least one out of three women--and one out of ten men--are victims of sexual assault; domestic violence occurs in as many of one out of four marriages and about 95 percent of the victims are women. I don't know how many thousands of battered and raped women and men that translates into, but I do know it means that victim services and educational programs to prevent sexual violence should be one of the City's top priorities and that awareness of sexual violence should be incorporated into all relevant city policies and

programs--and we know it is not. (For example, in San Francisco's school budget, is money allocated for sexual violence prevention education programs? Do our high schools offer self-defense courses for young women?)

I want to stop here for a moment and say that I know that there are many women and men within the city government who are working for change in many areas that affect women's lives. They are dedicated; they are committed; they take a lot of heat from community groups and activists and they don't get half the support and recognition they should. It is certainly true that in the past, there have been experiences of friction and frustration between the Commission and grassroots activists. However, I truly believe that such conflicts have not been due to essential political differences between the Commission and grassroots community groups--although such differences do exist, and it is healthy and to be expected that they should. Rather, these problems have been and continue to be rooted in the unwillingness of the City to give the Commission the resources, authority and support it needs to do the job it should be doing.

We live in an era where coalition politics has become not only a byword but a practical necessity. Many of the problems facing our city and society in general are complex and affect different groups of people in different ways. But--and this is a very big but--for a political process based on coalition to be truly effective, it must be founded on the mutual recognition and respect of the AUTONOMY of the groups which make up that

coalition. And that recognition and respect must include the right of individual groups to organize within their own communities, to set their own priorities, and to have those priorities taken seriously.

Women--like other groups who have long been excluded from full participation in the power and decision making structures in our society--come to coalition work with a long history of disappointments, frustrations and distrust. We have all too often heard promises that our needs and concerns will be heard and made a top priority, only to find them put on the backburner or dropped all together: Wait a little; we have to deal with these issues first; next year; we don't have the money.

At present time, women in this city have no reason to believe that the routine process of devaluation and denial of our issues and priorities by those in power has changed significantly. In an article which appeared in the San Francisco Examiner last week (Wednesday, February 22), we learned that that the San Francisco Police Department has not met affirmative action goals for the hiring and promotion of women and minorities which it had agreed to in 1979. In reply to these findings, the Department and City are now saying, they had never expected or meant to comply with these goals; they were only long-term guidelines.

Under these circumstances, I do not think it is unreasonable for women in this city to be suspicious about claims that we no longer need an independent, autonomous women's commission to

represent our interests within the city's power structure. I urge the Task Force and the Mayor to use this opportunity to ensure that women in this city have a powerful and activist-oriented commission and that it is given the fullest possible support.



TRADESWOMEN, INC.

P.O. Box 40664, San Francisco, CA 94140

February 25, 1989

Mayor Art Agnos
City Hall
San Francisco, CA 94102

Mayor Agnos,

In response to your inquiry about the role and development of the Commission on the Status of Women, Tradeswomen, Inc. would like to recommend a broadening of its services for working women.

The Commission is one of a handful of agencies addressing sexual harassment, job discrimination and equity issues.

Community based organizations like ours don't have the funding, the staff, or the influence within industry and government that allows the Commission to get the kind of results that make a difference.

Therefore, we depend on the Commission and the good women who direct it. And considering the continued lack of women in many non-traditional city jobs, we think an expansion of its outreach in this area would be both a timely and impeccable act on behalf of a great city.

Cordially yours,

Rosemary Regello
Executive Director

January 19, 1989

Roberta Achtenberg, Chair
Task Force on S.F. Commission on the Status of Women
City Hall, Room 205
San Francisco CA 94102

Dear Ms. Achtenberg:

I am writing in response to the several conversations that I have had with various women in connection with the future standing of the San Francisco Commission on the Status of Women.

I am writing to you, as the Task Force Chair, to express my support not only for the continuation of the Commission but for a continued commitment to a stronger, independent Commission.

I support a strong, independent Commission because it is needed. If the Commission were nothing more than a glorified facade to a debating society, where the pros and cons of Gloria Steinem's miniskirt escapade, support or non-support of Barbara Bush's personal style, or a witty response to the latest Madison Avenue myth of the new woman as a neo-traditionalist were topics on the Commission's agenda - then I would support reconstituting the Commission.

If the Commission were nothing more than an official "old girls network" in answer to the less than official but nevertheless ubiquitous, "old boys network" - then I would agree that taxpayers' money could be better spent... and the same objectives achieved probably much more effectively using a different vehicle.

The Commission is neither a women' debating society nor is it an "old girls network". The Commission's subcommittees and agendas reflect the real world concerns (workplace harassment, sexual assault, domestic violence, child care, child abuse, economic equity) of San Francisco women.

In the Bay Area, where as many as 8 out of every 10 women between the ages of 25 and 49 are working women, these Commission concerns are not niceties - they are necessities.

ALTER IMAGES

In the Bay area, where less than 2 out of 10 households can afford to buy a home, women are working - either as single mothers or in two income families - because they have to! These families need all the support they can get! Support the Commission works hard to provide.

It has been reported to me that there is a suggestion to merge the work of the Commission on the Status of Women with the Human Rights Commission. It is my belief and experience that the Human Rights Commission has so many important tasks that it needs to fully address that such a merger would lead to an enervating overload.

I support a stronger, independent Commission because it is needed now! I support a stronger, independent Commission because it is a symbol and focal body for answering the challenge of the 21st century!

It is said that by the turn of the 21st century, the white population of the world will represent only about 11% of the total population. What are currently called "third world" populations will account for the majority of the population. This population shift will also account for a cultural and social shift.

The 21st century may be over a decade away in other parts of the world, but in San Francisco - the 21st century is here and now!

We have only to look at other places around the world to see that differing cultures, societies, religions, races living in close proximity do not always do so easily. The Middle East, Northern Ireland, South Africa are but a few examples of conflict and "clash".

Let me be clear, I am not saying that San Francisco stands any mischance of falling into armed aggression or apartheid. What I am saying is that San Francisco could miss the opportunity to renew its tradition of leadership in answering this 21st century challenge.

San Francisco has recently been referred to as "the Geneva of the Pacific" and as a "world class city". It takes not only a policy and practice of open hearts and open attitudes with our Pacific neighbors; it takes not only a willingness to problem solve re: the baseball stadium - it takes a parallel openness and problem solving resolve about finding resources to support families in San Francisco for it to be able to continue to be a workable and liveable City!

p3

Rather than an out-dated, conservative approach to change of seeing us all as competitors for the same (shrinking) resources, we need to work together to make a bigger pie instead of just fighting over the crumbs!

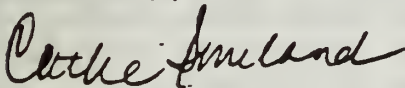
To do that will take the commitment and hard work from as many people and resources as can be brought to bear in each situation. That means committing this Commission, and all others, for that matter, to the work of answering the 21st century challenge.

In calling for the continuation of the Commission, I do so feeling that its mandate and enforcement powers must be strengthened and broadened to include all areas of discrimination against women.

In calling for the continuation of the Commission, I do pledge to you my commitment, if appointed, to live up to the task I have outlined. You have my word on it.

Thank you for taking the time to receive and review my remarks. Please count on me for any assistance that might be needed.

Sincerely,

A handwritten signature in cursive script, reading "Cathe Smeland".

Cathe Smeland

cc: Task Force members

National Lawyers Guild San Francisco Bay Area Chapter

STATEMENT OF THE NATIONAL LAWYERS GUILD BEFORE THE
MAYORS SPECIAL TASKFORCE ON THE COMMISSION ON THE STATUS
OF WOMEN Monday February 27, 1989 by Regina Sneed, Executive
Director.

Members of the Special Taskforce on the Commission on the
Status of Women.

My name is Regina Sneed. I speak today on behalf of the over
1,000 members of the San Francisco Bay Area Chapter of the
National Lawyers Guild. Half of our membership lives in this
city. Many of our members represent women whose needs are
or should be served by the Commission on the Status of Women.

We understand that the existence of the Commission is threatened
in part by budget cuts proposed by the Mayor.

We believe that abolishing the Commission would be a big mistake
particularly in light of federal and state cuts in programs
serving women and children. Now more than ever, San Francisco
needs a Commission on the status of women to advocate for women
and children's special needs.

We also believe that the Commission should have a separate budget
rather than be under the Human Rights Commission budget. The HRC
is overburdened with responsibilities and cannot provide the
special attention to the COSW program priorities.

If I may digress and add a few personal comments, I was among
those active in the Bay Area Women's Coalition in the 70's when
that Coalition worked to found the COSW. I also was active in
the Legislation committee for three years working hard to pass
legislation endorsed by our Commission. I wish I could say
that we were so successful that a separate COSW was not needed.
This simply is not the case. There are many dedicated individuals
who are putting in many volunteer hours to assist our current
COSW. There is evidence that the need for the COSW is still
very great. I personally feel that the need is indeed very
great. I changed my schedule around to be able to come here
to speak to this need because of its importance.

Others who will testify have the statistics on specific programs
and issues that need the COSW's support. I will leave it to them
to give you chapter and verse. Suffice it to say, that the NLG
believes very strongly in the mission of the Commission and
strongly urges your taskforce to recommend the continuation and
separate funding of the Commission.

Thank you.

OPTIONS for Women Over Forty



a resource and support center for midlife women

March 1, 1989

Ms. Sally Kipper
Office of the Mayor
200 City Hall
San Francisco, CA 94102

Dear Ms. Kipper,

I am writing in support of expanding the funding and responsibility of the Commission on the Status of Women. I believe it should be a free standing commission with the corresponding legal authority.

As a small, non-profit, women's organization, OPTIONS for Women Over Forty is in need of a active and productive Commission on the Status of Women, for advocacy and networking activities. The following is information about OPTIONS:

OPTIONS is a non-profit membership organization dedicated to serving the midlife and older women of the San Francisco Bay Area. We know that OPTIONS fills a very real need in the lives of many women.

For many older women the later years can be years of struggle for economic and emotional survival. Support and services can make the difference between surviving or not. OPTIONS often helps to make that difference. We see women move from a lack of confidence to a positive sense of self, from isolation to a supportive network, from despair to hope.

Our programs and services, designed to meet a broad spectrum of needs and interests, include:

- * Life Transitions Program : weekly orientations, individual counseling, testing and assessment services, weekly support groups, information and referral.
- * The Jobs Center : the Second Start Program (in-depth workshops in work/life planning and job search techniques), Job Counseling, and a Job Listings Center.
- * Latina Employment Program : classes for learning English, employment referrals, domestic worker collective.
- * Social Programs : monthly newsletter, Sunday brunch, membership meetings, Women's Experimental Theater Group, Women's Reading Group, and special workshops and holiday gatherings.

Thank you,

Susan L. Stone
Executive Director

March 6, 1989

TO: Mayor's Task Force Concerning Future of the
San Francisco Commission on the Status of
Women

The following is intended to amplify my oral testimony given at last week's hearing.

As a general matter, I would urge that the COSW be preserved, but also elevated beyond its past "window dressing" existence.

It is obvious to anyone with even a passing interest in sexual equality that the problem of sex discrimination in the workplace and the American economy has not gone away. Access to childcare, promotional opportunity in non-traditional (for women) occupations, the legacy of the Reagan administration's real attitude towards domestic violence, sexual harassment in the workplace and unions all mean that there is both a role and a need for the COSW.

The COSW has always been a volunteer-driven agency. Even in the mid-1970's, when the Commission had 2 full time professional staff positions augmented by CETA-funded clerical and program positions, the COSW required both cash infusions from Friends' fundraising activities and significant volunteer hours from both the Commissioners and members of the community. In 1979-80 (which followed the demise of CETA), a one-time personnel situation caused the elimination of the COSW's permanent staff positions and the resource merger into the HRC. I doubt that even the most enthusiastic proponents of that arrangement intended it to be permanent.

San Francisco would become a municipal laughingstock if it seriously advocated a volunteer police dept., civil service dept or port administration. It would undoubtedly be labelled as racist if it advocated that the HRC should become 100% volunteer or that the HRC be merged into, for example, the Civil Service Csn.

In closing, I would hope that the Mayor's office would respond to this issue in the following fashion:

- 1) Have the current Task Force continue to work with the current COSW and the community to develop issue priorities for the COSW. Attention should also be given to the question of whether the Commission's authority needs to be revised/enhanced in order for it to have a meaningful role in the resolution of problems it is charged with addressing.
- 2) Develop a re-funding /staffing timetable that is responsive to the City's current fiscal constraints and the future programmatic/regulatory role envisioned for the Commission under # 1), above.

Sincerely,



Mary Vail
4406 Park Blvd.
Oakland, CA 94602

- * Chair of COSW (1979)
Co-Chair of COSW Legislative Ctee. (1977-78)

THE HISTORY OF THE
CITY OF BOSTON
FROM THE FIRST SETTLEMENT
TO THE PRESENT TIME
BY
JOHN HUTCHINGS
OF THE BARRISTER AT LAW
IN THE SUPREME COURT OF JUDICATURE
IN NEW ENGLAND
AND
OF THE BARRISTER AT LAW
IN THE SUPREME COURT OF JUDICATURE
IN THE KINGDOM OF GREAT BRITAIN
AND IRELAND
IN TWO VOLUMES
THE SECOND VOLUME
LONDON
PRINTED BY J. BARNES, ST. MARTIN'S LANE
1796

AMENDING SAN FRANCISCO ADMINISTRATIVE CODE BY ADDING CHAPTER 33 THERE-
TO, ESTABLISHING A COMMISSION ON THE STATUS OF WOMEN, PRESCRIBING THE
DUTIES AND POWERS OF THE COMMISSION, AND AUTHORIZING THE COMMISSION TO
TAKE ACTIONS NECESSARY TO IMPROVE THE STATUS OF WOMEN.

Be it ordained by the People of the City and County of San Francisco:

Section 1. Chapter 33 is added to the San Francisco Administra-
tive Code to read as follows:

CHAPTER 33.

Commission on the Status of Women

Sec. 33.1. Findings.

Because of tradition and prejudice, social, political, economic
and educational restrictions on women through the years, women have
been denied by virtue of their status as women, basic human rights
resulting in inequities in economic, political, legal and social
status. Despite obvious deprivations of opportunity to attain equality
with men, women have made and continue to make substantial contribu-
tions in diverse areas of human activity and enterprise. Women have
initiated movements for social and political emancipation, human
welfare and world peace. The disadvantaged status of women is, how-
ever, inimical to the public welfare in that it prevents women from
fully developing their individual potentials and from contributing
fully to the cultural and economic life of the community. In view of
the long tradition of regarding women an inferior status in society, and
nothing less than a concerted effort at the national, state and local
levels will result in true equality of the sexes.

Sec. 33.2. Declaration of Policy.

It is the policy of the City and County of San Francisco to give
every inhabitant of the City and County, woman or man, equal economic,
political, social and educational opportunities and to give equal
services and protection by public agencies. It is the policy of the
City and County of San Francisco to keep the public informed on devel-
opments in the legal and social status of women; to develop and
distribute pertinent information and recommendations to the City and
County agencies and to the general public; to provide expert advice
and assistance to the offices, agencies, boards, departments, and
employees of the City and County in undertaking efforts to secure

private persons and groups to take steps to remove the barriers in the
struggle of both women and men for equal opportunities resulting from
tradition and prejudice as well as the educational, economic, political,
legal and social restrictions of the past.

Sec. 33.3. Establishment of Commission; Appointment of Commissioners; Commissioner Appointment List; Terms of Office; Removal of Commissioner; Staff; Chairperson; Compensation; Coordinators; Recommendations.

(a) Establishment of Commission. A Commission on the Status of
Woman for the City and County of San Francisco is hereby created con-
sisting of eleven (11) members.

(b) Appointment of Commissioners. The members of the Commission
on the Status of Woman shall be appointed by the Mayor from a list of
qualified persons submitted to the Mayor by a Special Committee of the
Board of Supervisors; provided, however, the Mayor may appoint persons
who are already members of the Commission to successive terms. No
appointment shall be made from a list which contains the names of fewer
than five persons.

(c) Commissioner Appointment List. At the request of the Mayor,
but at least annually, a list of persons qualified for appointment as
members of the Commission shall be compiled by a Special Committee of
the Board of Supervisors consisting of three persons appointed by the
President of the Board. This list shall contain the names of at least
five persons qualified for appointment or twice the number of vacancies.
The Commissioner appointment list shall be compiled in the following
manner:

(1) The Clerk of the Board of Supervisors shall give at least
10 days public notice of a date by which applications for positions
on the Commission should be filed with the Clerk of the Board of Super-
visors, Room 235, City Hall. At a minimum, notice shall be given to
organizations which request notice and through the media.

(2) To be eligible for appointment as a Commissioner, applica-
tions accompanied by the signature of 15 persons shall be filed by or
on behalf of each nominee by the date specified in the Clerk's notice.
Each applicant shall have been a resident of the City and County for
a period of at least five years and an elector thereof for at least
one year immediately prior to the time of taking office. Each sponsor
shall be a resident of the City and County at the time of signing the
application.

(3) The file containing the applications for positions on the Commission shall be available for viewing by the public during business hours in the office of the Clerk of the Board of Supervisors for at least ten (10) days following the close of the filing period. During this time, members of the public shall have an opportunity to file written, signed statements in support of or in opposition to applicants.

(4) Within 30 days after the close of the filing period for positions on the Commission, the Special Committee shall compile a list of persons for appointment by the Mayor to the Commission. Only persons who have taken, or have demonstrated their interest in taking, an active part in fostering meaningful equality of opportunity for both women and men shall be included on the list.

(d) Terms of Office. The first appointments by the Mayor shall be made no later than 60 days after the effective date of this Chapter. Of the members first appointed, three shall serve for a term of one year, four shall serve for a term of two years, and four shall serve for a term of three years. The term of office of each Commissioner shall be determined by the drawing of lots at the first meeting of the Commission. Thereafter, members shall be appointed for a term of office of three years, except that all of the vacancies occurring during a term shall be filled for the unexpired term. A member shall hold office until a successor has been appointed and has qualified.

(e) Removal of Commissioners. Any Commissioner who misses three regularly scheduled meetings of the Commission in any twelve-month period without the express approval of 51 percent of the members of the Commission given at a regularly scheduled meeting shall be deemed to have resigned from the Commission.

(2) Chairperson. The members of the Commission shall elect a Chairperson from among the members of the Commission and the term of office for the Chairperson shall be for the calendar year or for that portion of it remaining after the Chairperson is designated or elected.

(3) Compensation. Upon adoption of a budget for the Commission on the Status of Women, the compensation for attendance at Commission meetings shall be Twenty Dollars (\$20.00), inclusive of child care, for each meeting of the Commission actually attended by the member. provided, however, that no member shall be paid for attending more than two Commission meetings in any one calendar month.

(h) Coordinator. A Coordinator for the Commission shall be appointed by the Chairperson of the Commission with the approval of a majority of the members of the Commission. All staff personnel shall be under the immediate direction and supervision of the Coordinator, and subject to the Civil Service provisions of the Charter.

(i) Appropriations. The Board of Supervisors shall appropriate funds to compensate the members of the Commission for attendance at Commission meetings; to compensate the Coordinator; and to pay for such other personnel, services and facilities as may be reasonably necessary to enable the Commission to exercise its powers and perform its duties under this ordinance.

Sec. 33.4. Powers and Duties.

The Commission shall have the power and the duty to:

(a) Prepare and disseminate educational and informational material relative to the role that tradition and prejudice and the deprivation of equal opportunities in areas such as education and employment have played in keeping women of all races, creeds, ages, marital status and sexual orientation from developing their full individual potentials and from contributing fully to the cultural and economic life of the community. . . .

(b) Hold public hearings on matters relevant to the general scope of the Commission.

(c) Review national, state and local legislation which may have an impact on the status of women and recommend to the Board of Supervisors positions on significant legislation affecting the status of women.

(d) Develop and maintain a Talent Bank of women which can be used in a variety of ways, including but not limited to assisting the Civil Service Commission in recruiting qualified women to serve as members of qualifications appraisal boards, and the Commission on the Status of Women in nominating qualified women for appointment by the Mayor to vacancies on boards and commissions of the City and County.

(e) Cooperate with and make recommendations to the Civil Service Commission in the development and implementation of programs and policies which have the purpose of furthering the objectives of this ordinance, including but not limited to recommendations regarding

(e) Encourage the Civil Service Department to recruit and implement employment of qualified women applicants for those positions filled through the Civil Service Department which traditionally employ few women.

(g) Study job categories which traditionally are filled primarily by women or primarily by men to determine whether the rate of compensation in the traditionally female jobs compares reasonably and favorably with the rate of compensation in the traditionally male jobs, taking into consideration the training, experience, mental and physical effort and responsibility required and the working conditions involved, and take necessary steps to implement equity.

(h) Study and make recommendations regarding the special employment problems of women stemming from the assignment to them of traditional roles such as responsibility for child rearing, including but not limited to the need for child care centers, on-the-job training and retraining for those who have been out of the employment market for extended periods and part-time employment opportunities.

(i) Cooperate with and make recommendations to law enforcement agencies and officials concerning the enforcement of laws which have a particular impact on women, including but not limited to laws relating to rape and prostitution.

(j) Cooperate with and make recommendations to the Community College District and to the San Francisco Unified School District on the development and implementation of programs and practices which have the purpose of furthering the objectives of this ordinance, including but not limited to recommendations concerning in-service training, sex-role stereotyping in textbooks and courses and methods of providing role models for female students who may be interested in areas of employment not traditionally filled by women.

(k) Provide information, guidance and technical assistance to other public agencies and private persons, organizations and institutions engaged in activities and programs intended to eliminate prejudice and discrimination against women because of their status as women.

(l) To advise the Human Rights Commission on the form of the annual census of City employees and members of Boards and Commissions regarding sex, race, salary level, job classification and other statistical data, and to develop an analysis of the data in regard to the areas of concern to the Commission.

(m) Cooperate with and make written recommendations to the City and County agencies, boards and commissions and City officials regarding the development and implementation of programs and practices for the purpose of furthering the objectives of this ordinance.

"(n) Investigate and mediate, at the request of a party and within the limitations of staff time and resources, all incidents of discrimination against women because of their status as women which are not within the exclusive jurisdiction of some federal or state agency or the Human Rights Commission, and make specific recommendations to the involved parties as to the methods for eliminating discrimination against women.

(o) Prepare, encourage and coordinate programs of voluntary action to reduce or eliminate existing inequalities and disadvantages in both the public and private sector resulting from prejudice, discrimination and past discrimination.

Sec. 33.5. Cooperation with Other Groups and Individuals.

The Commission shall consult with and maintain contact with groups and individuals who are concerned with the status of women or who are primarily responsible for assuring equal opportunities for women.

Sec. 33.6. Meetings.

The Commission shall meet at least one evening each month. Special meetings can be called as needed with no less than 48 hours notice to all members and the public. All Commission meetings shall be open to the public.

Sec. 33.7. Public Information.

The Commission shall issue the necessary rules and regulations for the conduct of its business under this ordinance. The public shall have at least ten (10) days for comment on Commission rules and regulations before they are finally adopted by the Commission.

Sec. 33.8. Reports.

The Commission shall render written reports of its activities to the Mayor and the Board of Supervisors not less than once every six months.

Sec. 33.9. Availability of all Agendas, Minutes and Reports.

Agenda items for each Commission meeting shall be posted at least five days in advance of the meeting at the office of the Commission and at the Main Branch of the Public Library. Minutes of all meetings and the written report on Commission activities required under Section 33.8 shall be available for viewing by the public at the office of the Commission and at the Main Branch of the Public Library.

Passed for Second Reading

Board of Supervisors, San Francisco

JAN 27, 1975

Ayes: Supervisors Carls, Feinstein, Fung, Gable, Gonzalez, Harrell, Mendicino, Molinari, Nelson, Pataki, Tamara, von Borsdorff

Noes: Supervisors
8:22 AM 1002

Read Second Time and Finally Passed

Board of Supervisors, San Francisco

FEB 13, 1975

Ayes: Supervisors Berman, Feinstein, Fung, Gable, Gonzalez, Harrell, Mendicino, Molinari, Nelson, Pataki, Tamara, von Borsdorff

Noes: Supervisors
8:22 AM 1002

Attest: Secretary

I hereby certify that the foregoing ordinance was duly passed by the Board of Supervisors of the County of San Francisco

RESTY D. L... Clerk

Joseph L. Winters Mayor

FEB 11 1975

Approved

506-74

File No.

AMENDING THE SAN FRANCISCO ADMINISTRATIVE CODE SECTION 33.3 PERTAINING TO STAFF POSITIONS AND APPROPRIATIONS TO THE COMMISSION ON THE STATUS OF WOMEN AND SECTION 12A.4 REGARDING POWERS AND DUTIES OF THE HUMAN RIGHTS COMMISSION AND ITS EXECUTIVE SECRETARY.

3. It is ordained by the People of the City and County of San Francisco:

Section 1. The San Francisco Administrative Code is hereby

amended by amending Section 33.3 thereof to read as follows:

Sec. 33.3. Establishment of Commission; Appointment of Commission-

ers; Terms of Office; Removal of Commissioners; Chairperson; Com-

position; Coordinator; Appropriations.

(a) Establishment of Commission. A Commission on the Status of Women for the City and County of San Francisco is hereby created consisting of eleven (11) members.

(b) Appointment of Commissioners. The members of the Commission on the Status of Women shall be appointed by and serve at the pleasure of the Mayor.

(c) Terms of Office. The first appointments by the Mayor shall be made not later than 60 days after the effective date of this Chapter. Of the members first appointed, three shall serve for a term of one year, four shall serve for a term of two years, and four shall serve for a term of three years. The term of office of each Commissioner shall be determined by the drawing of lots at the first meeting of the Commission. Thereafter, members shall be appointed for a term of office of three years, except that all of the vacancies occurring during a term shall be filled for the unexpired term. A successor shall hold office until a successor has been appointed and has qualified.

(d) Removal of Commissioners. Any Commissioner who misses three regularly scheduled meetings of the Commission in any twelve

BOARD OF SUPERVISORS

month period without the express approval of five of the members of the Commission given at a regularly scheduled meeting shall be deemed to have resigned from the Commission.

(e) Chairperson. The members of the Commission shall elect a Chairperson from among the members of the Commission and the term of office for the Chairperson shall be for the calendar year or for that portion of it remaining after the Chairperson is designated or elected.

(f) Compensation. Upon adoption of a budget for the Commission on the Status of Women, the compensation for attendance at Commission meetings shall be Twenty Dollars (\$20.00), inclusive of child care, for each meeting of the Commission actually attended by the member; provided, however, that no member shall be paid for attending more than two Commission meetings in any one calendar month.

(g) Coordinator. A Coordinator for the Commission shall be appointed by the Chairperson of the Commission with the approval of a majority of the members of the Commission.

(h) Appropriations. The Board of Supervisors shall appropriate funds to compensate the members of the Commission for attendance at Commission meetings; and to pay for such other personnel, services and facilities as may be reasonably necessary to enable the Commission to exercise its powers and perform its duties under this ordinance.

Section 2. The San Francisco Administrative Code is hereby amended by amending Section 12A.4 thereof, to read as follows:

Sec. 12A.4. Establishment; Appointment; Terms; Executive Secretary.

(a) There is hereby established a commission to be known as the Human Rights Commission of the City and County of San Francisco (hereinafter called "Commission"), consisting of fifteen (15) mem-

BOARD OF SUPERVISORS

here broadly representative of the general public and the employer, labor, religious, racial, age, sex, sexual orientation, disabled and ethnic groups in the City and County, to be appointed by the Mayor. Four (4) of the members who are first appointed shall be designated to serve for terms of one (1) year, four (4) for two (2) years, four (4) for three (3) years and three (3) for four (4) years from the date of their appointments. Thereafter, members shall be appointed as aforesaid for a term of office of four (4) years, except that all of the vacancies occurring during a term shall be filled for the unexpired term. A member shall hold office until his successor has been appointed and has qualified. The Commission shall elect a chairman from among its members. The term of office as chairman of the Commission shall be for the calendar year ending on the first day of January next following the election. One-third portion thereof remaining after each such chairman is designated or elected. The composition of members of said Commission shall be fifteen (15) for each meeting of the Commission actually attended by said members; provided, however, that no member shall be held for attending more than four (4) Commission meetings in any one (1) calendar month.

(c) The position of Executive Secretary to the Commission shall be established pursuant to and subject to Sections 3.500 and 3.500 of the Charter of the City and County of San Francisco. The person occupying such position shall be appointed by the Chairman of the Commission with the approval of a majority of the members of the Commission. The position of Executive Secretary to the Commission shall be exempted from the salary and electoral requirements of Section 15.00 of the San Francisco Administrative Code. All staff personnel shall be under the immediate direction and supervision of the Executive Secretary. In addition to the duties enumerated above, the Executive Secretary shall coordinate and provide staff and personnel services for the Commission on the status of

PERSONAL AND CONFIDENTIAL

d - vi

Women. In order to provide such services, the Executive Secretary must be in receipt of a written request from the Commission on the Status of Women and said request must be approved by the Commission.

APPROVED AS TO FORM:
 BECKET ADHESIVE
 1113
 1113

Period for Second Abjection
Board of Supervisors, San Francisco

26 1983

Ayres: Superstition Pierds, Alt-Itt, Hecarny, Hutch,
Lagano Laroon, Molapay's House, Silver, Walker,
Wald.

Home Supervisor: **HOA**

Abstract: 81000001

I hereby certify that the foregoing ordinance was finally passed by the Board of Supervisors of the City and County of San Francisco.

.....

جامعہ فضیلت اسلامیہ..... Class

